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CIVILIAN AVAILABILITY MODEL

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Manpower, Personnel and Training (MPT) experts must participate in the initial stages of a weapon system acquisition process so that estimates of manpower requirements can be derived early enough to be of use to MPT planners. The Civilian Availability Model (CAM) is a planning tool designed to estimate the availability of qualified workers in the work force to fill the manpower requirements generated by new weapon systems. CAM begins with an estimate of the total military available population and provides the ability to assess the ease or difficulty with which the Air Force will fulfill its recruiting goals in terms of quantity and quality. The procedure is a step by step process to eliminate the uninterested, the medically and morally unfit, and the mentally incapable of military service. CAM provides an opportunity to study this process under various economic, demographic, and institutional assumptions.

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PREFACE

This technical paper documents research and development performed in response to Request for Personnel Research (RPR) 85-01, Expansion of Person-Job Match Technology, submitted by the Air Force Recruiting Service (AFRS), Air Training Command (ATC), and the Air Force Military Personnel Center (AFMPC). Work was accomplished under work unit 77192020, Economic Models for Force Management and Costing.

CIVILIAN AVAILABILITY MODEL

SUMMARY

Historically, weapon system design and acquisition as well as allocation and utilization of recruiting resources within the Air Force has been done with limited knowledge about the future availability of civilian personnel to operate and maintain these weapon systems. However, as the Air Force moves toward a more technologically sophisticated force, post development Manpower, Personnel, and Training (MPT) planning is no longer acceptable. MPT must be an integral part of the weapon system acquisition process at an early stage so that the design of the weapon system, training, and supporting personnel management processes can occur in a timely fashion. As well, recruiting and force utilization decision makers must have reliable forecasts of the numbers and kinds of personnel who will be available for future service.

The Civilian Availability Model (CAM) is a planning tool designed to estimate the potential availability of qualified and trainable civilians interested in serving on active duty in the Air Force. CAM is the result of a three-phased research effort. The first phase focused on evaluating various techniques for reliably forecasting the total qualified military available (QMA) population, with the emphasis on predicting the supply of untrained 17- to 23-year-olds over a 10 year horizon. Numerous economic, demographic, labor, and population data sources were examined to generate a general population base which was modified by different forecasting methods and population growth assumptions. The second phase saw the development of a method to forecast the potential interest in joining the military. This method uses a two-stage econometric approach, predicting the number of Air Force recruiters in the first stage and using this number in the second stage to estimate the number of applicants for entry into the Air Force. Results of this process showed that this model was empirically sound and could be used to estimate the propensity of civilians to join the Air Force. The population base and propensity model were incorporated in phase three of this project into a software package which permits the user to vary a number of key economic and demographic factors and estimate the number of qualified and interested civilians, by Armed Services Vocational Aptitude Battery (ASVAB) composites, who might enter active duty for up to ten years in the future.

INTRODUCTION

Weapon system design and acquisition within the Department of Defense (DOD), and in particular in the Air Force, has been done with limited knowledge about the future availability of personnel to operate and maintain these weapon systems. Instead, personnel considerations have been no more than a fallout of human factors research on the design of weapon systems to meet human engineering requirements. In the last ten years Congress has become increasingly concerned that personnel considerations should be extended to include requirements for trained personnel that will be generated when a new weapon system is deployed. Planning to meet manpower requirements did not receive high priority in the past when abundant manpower resources lessened the need for this planning. In essence, manpower could be fitted to hardware after it had been designed and developed.

However, as the Air Force moves toward a more technologically sophisticated force, post-development Manpower, Personnel, and Training (MPT) planning is no longer acceptable. This significant change is governed by five basic facts:

- Weapon systems are increasingly complex, requiring higher levels of operator and maintainer skills;

- The number of weapons systems is increasing;
- MPT costs to support a weapon system absorb an increasingly larger share of the total life cycle cost of a system;
- Congress has not increased Air Force end strength to allow more flexible planning in the MPT area;
- The overall size of the military-age population is decreasing and is projected to continue to decrease over the next decade.

Thus, MPT experts must now be involved in the weapon system acquisition process at an early stage so that the estimates of manpower requirements can be derived early enough to be of some use to MPT planners. In order for these estimates of requirements to be useful to manpower planners, they must be accurate and defensible.

The Air Force is attempting to develop planning tools which will allow this planning to take place. There are two sides to this manpower issue--supply and demand. Demand is the actual manpower requirement that will be generated by the weapon system and supply is the availability of qualified workers in the military work force to fill this requirement. The purpose of the Civilian Availability Model (CAM) is to provide a planning tool for the supply side of the manpower issue.

General Background

The supply side of the Air Force is handled by Air Force Recruiting Service (AFRS), based on plans and policies developed by the Deputy Chief of Staff for Personnel (AF/DP). The Air Force has recognized for some time that without the pressures of a draft, it would be necessary for the Air Force to compete in the open market against civilian employers for the personnel to satisfy its manpower requirements. Prior to 1990, annual requirements typically called for 60,000 nonprior service (NPS) recruits and 1,500 prior service (PS) enlistments. In 1977, AFRS realized that to fill these requirements it was necessary to develop accurate and comprehensive information about the youth market, both its characteristics and its dynamics. The only data available at that time was a handbook published by the United States Army Recruiting Command (USAREC). The handbook provided estimates of military available (MA) and qualified military available (QMA) populations by county. The data was based on the 1970 census with the qualification rates taken from the Armed Forces Examining and Entrance Stations (AFEES) failure rates for both mental and physical reasons. The handbook and the AFEES were taken over by the Military Enlistment Processing Command (MEPCOM), and the AFEES were redesignated as Military Enlistment Processing Stations (MEPS) in 1979.

Those data were a start towards estimating MA and QMA for The Air Force but they had several deficiencies that made them less than optimal. First, there was no way to organize the data into AFRS recruiting boundaries. Second, the failure rates were based on a sample of draft induced military applicants, not necessarily generalizable to the environment of the all volunteer force. Third, the information was not race or sex specific.

As a result of this, AFRS initiated development of a market analysis capability. Using internal resources, and the resources of the Joint Market Analysis and Research Committee (JMARC), a DOD-wide Recruiting Market Information System (RMIS) was developed. The Defense Manpower Data Center (DMDC) completed the RMIS and continues to update it using data collected from MEPCOM and the MEPS. DMDC has also constructed a file containing the results of the high school Armed Services Vocational Aptitude Battery (ASVAB) testing program, so that failure rates can be calculated using the Air Force enlistment standards.

Research has continued developing better ways to project the supply side of the MPT planning process, including predicting and characterizing accession and retention behavior, as well as better methodologies for forecasting supply.

AFHRL[1] has sponsored several research efforts related to the analysis of civilian availability. One effort (Saving, Stone, and Looper, 1985 and DeVany, Saving, and Shughart, 1984) focused on predicting accession and retention behavior using Air Force historical data with probit and two-stage least squares estimators. This research used AFQT scores and high school graduation as the definition of quality, and focused on predicting up to four years in advance. Another research project co-sponsored by AFHRL was the development of a National Manpower Inventory (NMI) model, which was designed to forecast the supply of qualified civilians, given the demand for skills. In this study (Quester, Goodwyn, Olson, and Perla, 1985 and Silva, 1983), the emphasis was on the prediction of the availability of skilled (or trained) personnel to meet future manpower requirements. Other research efforts conducted by AFHRL have attempted to look at various forecasting tools and their capability when applied to personnel data. One study (Gustafson, Mehra, Ledsham, and Sajan, 1980) looked at applying State Space modeling and Kalman Filtering to the forecasting of personnel accession rates. Another study (Looper and Beswick, 1980) used non-linear regression to attempt to predict the response of accession rates to changes in recruiters and demographics.

Present Study

This technical report presents the results of a three-phase task to develop the framework for a civilian availability model. The research in the first phase focused on techniques for adequately and reliably forecasting QMA, with the emphasis on predicting the supply of untrained (but trainable) 17- to 23-year-olds over a 10- to 15-year horizon. In order to accomplish this forecasting, various sources of civilian QMA data were surveyed and analyzed as to their potential usefulness. As a result of this survey, a database was constructed from the available data. These data were then used to empirically examine potential forecasting techniques in the second phase, to determine the appropriate techniques for QMA projection. The results of this analysis were merged into a systems framework in phase three, to demonstrate a model capable of forecasting QMA, using various definitions of quality.

Section 2 presents the results of the data review and the initial design of the civilian availability model. Section 3 provides the results of an econometric study to estimate a model for predicting the proportion of the military available population which would be interested in military service, in particular, the Air Force. Section 4 presents the mechanics of a computerized prototype of an operationalized version of the civilian availability model. Section 5 contains the summary and recommendations for further research.

DATA SOURCES

CAM requires data with sufficient detail to allow projection of the appropriate population base for military accessions 10 years into the future. Thus, numerous data sources were critically examined to determine the characteristics of the data bases. The data examination used several criteria which included the availability of the data, both historically and in the future, and the reliability of the data. The examination provided layouts, sources, availability to the Air Force, government agency responsible, and potential problems with the data. Various

[1]AFHRL has been redesignated Human Resources Directorate, Armstrong Laboratory.

sources for civilian quality data were surveyed. It is clear from Figure 1 that various sources of data are available for use in a civilian availability analysis such as this. The data range from economic to demographic data with recruit and applicant data of several kinds.

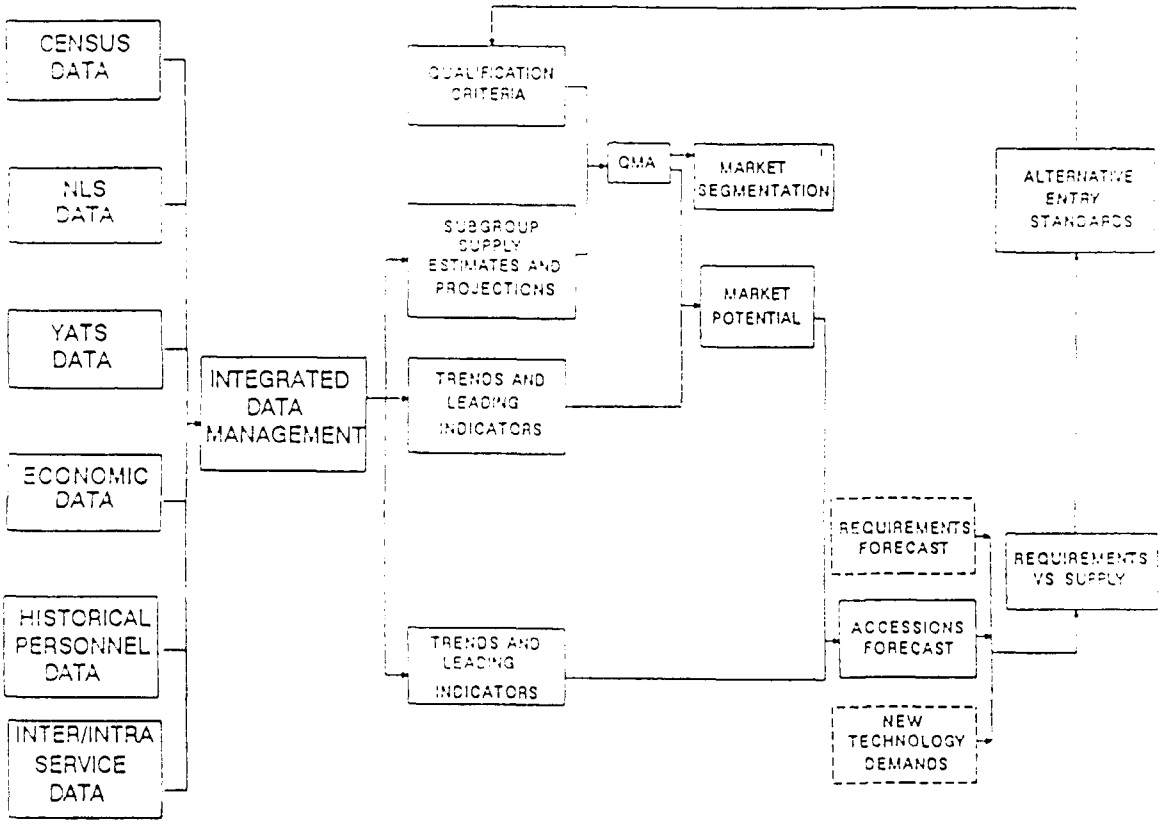

Figure 1. **Graphical Representation of the Analysis and Forecasting System.**

Economic Data

The first category of data is economic. For purposes of CAM, the Bureau of Labor Statistics creates two data files which are useful for economic analysis, the Labor Force Tape, and the Industry Employment, Hours, and Earnings-National (IEHE) Tape. These two tapes provide numerous data series on population, unemployment, employment, and industry and national wages. The major categories of the data series from the Labor Force Tape are listed in Table 1.

Table 1. **Labor Force Tape Files**

- Civilian Noninstitutionalized Population
  - Age
  - Race
  - Sex
- Civilian Labor Force
  - Age
  - Race
  - Sex
  - Occupational Categories
- Employment
  - Age
  - Sex
  - Sectors of the Economy
  - Marital Status
  - Race
  - Veterans
  - Non-veterans
- Unemployment
  - Numbers
  - Rates
    - Age
    - Sex
    - Sectors of the Economy
    - Part-time
    - Full-time
    - Veterans
    - Non-veterans

The files of the tape are organized with a series title record followed by the monthly series record. The layout for the title record is shown in Figure A-1 of the Appendix, and the layout for the monthly series record is shown in Figure A-2. The age groupings which were collected by the BLS vary among the four major categories in Table 1. For example, the age groups for the civilian noninstitutional population are 16 to 19 years of age, 20 to 24 years of age, 20+ years of age, 25+ years of age, 25 to 34 years of age, 35 to 44 years of age, 45 to 54, 55 to 64, and 65+. Intersections among some of the series are also provided for the subcategories in Table 1 such as civilian noninstitutional population, white, men, 16 to 19 years of age. Each data series is a monthly time series, with the time period depending on when the series began and if it has been terminated. For example, the total labor force of males 20+ years of age is a monthly series which began in 1948 and is current to date. Another example is the number of civilian labor force farm workers, a data series which began in January 1958 and is also current to date. Each series has an identifying number to facilitate

the finding of the desired data series on the Labor Force Tape, of which there are a total of 887 individual monthly data series.

The IEHE Tape provides employment and earnings time series data for a variety of industrial categories by numerous levels of disaggregation. Table 2 contains a list of the type of series contained in the IEHE Tape. In some cases the industry data series will not contain all of the basic series listed in Table 2. Most series began in either 1958 or 1957, though some are available from 1909. Employment by industry division is available from 1919. For industry divisions (Standard Industrial Classifications (SIC)) and manufacturing groups, about 150 series of seasonally adjusted data are also available. The file contains several thousand series of published and unpublished data.

Table 2. **Industrial Employment, Hours, and Earnings - National**

Variables	Classifiers
Earnings, hourly, excluding overtime	Industry
Earnings, hourly, production workers	Industry by current/constant dollars
Earnings index, hourly dollars	Industry by current/constant
Earnings, weekly, spendable	Industry by number of dependents by current/constant dollars
Earnings, weekly, production workers	Industry by current/constant dollars
Employment	Industry
Employment, production workers	Industry
Employment, women workers	Industry
Hours of work, overtime production workers	Industry
Hours of work, weekly, production workers	Industry
Hours of work index	Industry
Payroll Index	Industry Military Available (MA)

Demographic Data

The second kind of data is demographic; historical data about various categories of personnel. One source for demographic data is the Defense Manpower Data Center (DMDC), which maintains files that include the high school ASVAB data and data on applicants and accessions to all the services. AFHRL receives and maintains DMDC data from Air Force applicants and accessions. This layout is shown in Figure A-3, in the Appendix. Another source for applicant and accession data is the Processing and Classifying of Enlistees-Procurement Management Information System (PACE-PROMIS) applicant file maintained historically by AFHRL, which contains data on transactions that occur throughout the year. This layout is shown in Figure

A-4, in the Appendix. This data file contains information on individuals who have attempted to enlist in the Air Force and is a potential source for applicant and accession data.

The data collected by the National Opinion Research Center (1982), under the Profile of American Youth project, is also useful to this data analysis framework since it is a source of ASVAB data for students who never intended to enlist in the military. The layout for this file is shown in Figure A-5, in the Appendix.

Population Data

The foundation for the civilian availability model is more than just applicant behavior. Instead an accurate prediction of population is needed which is called Military Available (MA). The foundations for any projections of MA in the years 1995 to 2005 are of course the number of people who will be living in the United States in that time period. This number is the total United States population which must then be modified by various categories of people who are not available for military service (thus the name military available). The estimates used for this purpose (see AF/MPZ Special Study Team, 1985) are projections which come from the Census Bureau. These projections are described in detail in the U.S. Bureau of Census report (1989), Series P-25, number 1018. These projections are based on the 1980 Census, which have been modified to reflect 1986 statistics using population estimates for underestimation by race, sex, and age.

The cohort projections are affected by only two rates for the 1995 to 2005 time period--death rates and immigration rates. In addition new age cohorts are added every year due to births. using an assumed birth rate. The Census Bureau provides these projections of future population using the cohort-component method in which the components of population change (births, deaths, and net immigration) are projected separately for each birth cohort.

The Census Bureau begins with the 1986 base population, which is projected forward as a cohort year by year using projected survival rates and net immigration. The birth rate is factored into the projections by adding a new birth cohort every year applying projected age-race-specific fertility rates to the female population, at the beginning of each year of the projection.

The three agents of change (birth, death, and immigration) are factored into the projections by using three alternate assumptions for each rate--high, middle, and low. The Census Bureau uses the following figures as the assumptions for these rates.

Subject	Low Assumption	Middle Assumption	High Assumption
Births (per 1000 women)	1500	1800	2200
Life Expectancy at birth in 2080 (years)	77.9	81.2	88.0
Yearly net Immigration (thousands)	300	500	800

For example, the middle fertility assumption is that the cohort fertility for any age cohort will be 1800 births per 1000 women. The mortality rates are applied as declining series rates, with the ultimate middle life expectancy of 81 years reached in the year 2080.

Cohort-Component Accounting Framework

The cohort-component methodology is comprised of several steps:

Step 1. The 1986 population statistics are organized into six matrices with a cell for each year of age, 0 to 100 and over. The six matrices represent the white, black, and other race populations for males and females.

Step 2. Each age, sex, race cohort is aged forward to July, 1987 using the pertinent survival rate for the cohort.

Step 3. The appropriate number of immigrants are added to each cohort, using the assumption that all immigrants enter the cohort at the end of the year. The matrices now consist of sex and race population cohorts for ages 1 to 100 and over.

Step 4. The 1986 female population of each race is identified by single years of age from 14 to 49. This creates a spectrum of the female population of the age-race cohorts exposed to the possibility of childbearing during the one year period.

Step 5. The appropriate age-race specific fertility rate for that period is then applied to this female population to produce the total number of race specific births for the year.

Step 6. An assumed race-specific sex ratio is used to divide the births into age-race-sex cohorts.

Step 7. These age-race-sex cohorts are aged through the first year using the survival rates for these cohorts to form the under age 1 cohort for 1987.

Steps 1 through 7 result in the 1987 population. This process is continued through the year 2080. For a detailed discussion of the methodology used by the Bureau of the Census for the population projections see *Projections of the Population of the United States by Age, Race, and Sex: 1988 to 2080* (1989).

Population Projections

The cohort-component methodology employed by the Census Bureau produces 30 years of population projections for each of the race, sex, age cohorts (U.S. Bureau of the Census, 1989). An example of one projection is shown in Table 3. It is important to note that this projection is for the total U.S. population including the armed forces, using the middle assumption for all three component rates.

The military available population is derived by the Bureau of the Census from the population figures shown in Table 3. The Census Bureau estimated that the 1980 population had a number that were institutionalized, and therefore not available for military duty. These included persons confined to correctional institutions, mental hospitals, homes for the mentally disabled, and similar institutions. Based on the census data, it was estimated that 1.5% of the male 18- to 24-year-olds and 0.31% of the females were institutionalized in 1980. A portion of this group is also serving in the armed forces. This group must then be further reduced since those serving in the military are not available for non-prior service accession into the military. Another significant reduction will be the number who enlist each year as these cohorts are projected through time. The modeling procedure must reduce the available number by the number projected to enlist each year in the services. The AF/MPZ Special Study Team, 1985,

suggests a reasonable way in which to handle the projected enlistments in accounting for those not available during the projected years due to previous enlistment in the military. Their report showed that the average age distributions for enlistees followed the pattern shown below:

	Age							
	17	18	19	20	21	22	23	24 and over
Rate	.0275	.2361	.2939	.1792	.0965	.0569	.0376	.0251

It was further assumed that the number of accessions per year would be constant at 52,000 females and 408,000 males. This assumed accession figure would be multiplied by the assumed distribution of age to determine the age cohorts to remove from the population of military available for each year.

Table 3. **Total Population Including Armed Forces, Ages 18-23, Fiscal Year 1989-2005**

	AGE						
Year	**18**	**19**	**20**	**21**	**22**	**23**	**Total**
1989	3791	3884	3775	3630	3679	3785	22,544
1990	3491	3961	3860	3700	3606	3687	22,305
1991	3307	3648	3936	3784	3675	3615	21,965
1992	3230	3457	3626	3856	3757	3683	21,609
1993	3304	3376	3436	3554	3827	3763	21,260
1994	3253	3453	3356	3368	3528	3832	20,790
1995	3400	3399	3432	3290	3345	3534	20,400
1996	3426	3551	3378	3363	3267	3350	20,335
1997	3533	3578	3527	3310	3338	3273	20,559
1998	3657	3689	3555	3455	3286	3344	20,986
1999	3712	3818	3664	3481	3429	3291	21,395
2000	3756	3875	3791	3587	3454	3433	21,896
2001	3772	3921	3848	3712	3559	3459	22,271
2002	3707	3938	3894	3767	3682	3563	22,551
2003	3838	3870	3911	3812	3737	3686	22,854
2004	3819	4006	3843	3828	3781	3740	23,017
2005	3822	3987	3978	3763	3798	3784	23,132

FORECASTING PROPENSITY TO ENLIST

CAM begins with an estimate of MA and provides the ability to assess the ease or difficulty with which the Air Force will fulfill its recruiting goals in terms of quantity and quality. The procedure is a step by step process to eliminate the uninterested, the medically and morally unfit, and the mentally incapable of military service. CAM provides an opportunity to study this step by step process under various economic, demographic, and institutional assumptions.

Applicant Theory

The life cycle model of occupational choice presented by DeVany and Saving (1982) provides a sound theoretical basis for the estimation of a propensity to enlist model. This model predicts the flow of applicants into the MEPS who are interested in military service in the Air Force. The estimated flow of applicants is based upon external economic conditions, as well

as recruiter allocation and mandated force levels. Changes in economic factors such as the civilian employment rate and the ratio of military to civilian compensation would be expected to affect the behavior of the Interested Military Available (IMA) population. Decreases in the employment rate, implying that there are fewer job opportunities available in the private sector, would be expected to increase the number of applicants arriving at the MEPS, whereas increases in the military to civilian compensation would be expected to increase the number of MEPS applicants for the Air Force. The number of Air Force production recruiters also affects the flow of applicants into the MEPS. The more recruiters allocated by the Air Force, the greater the flow of applicants coming into the MEPS.

The number of personnel allocated to production recruiters in any fiscal year is affected by employment conditions, the expected ratio of military to civilian compensation, and the proximity of the force level to the mandated end-of-fiscal-year force level. In response to an increase in civilian employment, the Air Force would be expected to allocate more recruiters because fewer applicants would be expected to arrive at the MEPS. An increase in the ratio of military to civilian compensation, which would increase the flow of applicants into the MEPS, would result in the Air Force decreasing the number of recruiters allocated. Finally, the closer the force level is to the mandated end-of-fiscal-year force level, the fewer applicants that are needed to meet the end-of-fiscal-year requirements, so consequently, the fewer recruiters needed.

This suggests that the number of Air Force recruiters to be allocated is determined by the same conditions which determine the flow of applicants into the MEPS. Attempts to predict the applicant flow using recruiters as an independent explanatory variable, such as employment or the ratio of military to civilian compensation, would lead to biased estimates because such an attempt would be ignoring the endogenous nature of recruiters in the flow of applicants. In order to obtain unbiased estimates, recruiters must be modeled as endogenous to the flow of applicants into the MEPS. This would then include the effects of the independent variables upon the number of recruiters, as well as, the effects of the independent variables and recruiters upon the flow of applicants.

Data

The data used for the estimation of the propensity to enlist model were from the MEPS files and the Historical Airman Data (HAD) base maintained at AFHRL. The data used for the model estimation covered a time period from January 1980 through December 1988. The applicant rate was calculated from the MEPS data based on the earliest recorded transaction for each applicant since multiple transaction records for individuals are common. The relevant civilian population used for determining this rate was the 16- to 19-year-old noninstitutionalized male and female population obtained from the Bureau of Census.

Civilian wages were measured as average weekly earnings of production workers or nonsupervisory personnel on private nonagricultural payrolls. Civilian wage data were converted to monthly wage equivalents, however, no adjustments were made to account for variations in the length of the work week. The military wage variable was calculated from the appropriate military compensation tables, accounting for promotion rates and basic allowances for subsistence and quarters.

A force level variable was measured as the ratio of the actual force level in any given month to the authorized end-of-fiscal-year end strength for Air Force active duty personnel. As a measure of recruiting effort, the number of Air Force production recruiters was included. Finally, binary variables representing the months of the year were included to account for seasonality in the flow of applicants into the MEPS. Table 4 summarizes the variables used in the analysis.

Table 4. **Variable Definition**

ADM80 -	Number of applicants with Administrative composite score of 80 or greater
APPLRATE -	Ratio of applicants to 16-19 year old population
CIVEMP -	One minus the civilian unemployment rate
ELEC80 -	Number of applicants with Electronic composite score of 80 or greater
GEN80 -	Predicted number of applicants with General composite score of 80 or greater
GEN80RATE -	Ratio of number of applicants with General composite score of 80 or greater to all others
GOALFL -	Ratio of monthly force level to end-of-fiscal-year force level
MECH80 -	Number of applicants with Mechanical composite score of 80 or greater
RECR -	Air Force production recruiters
RELWAGE -	Ratio of military to civilian compensation
JAN -	January binary variable
FEB -	February binary variable
MAR -	March binary variable
APR -	April binary variable
MAY -	May binary variable
JUN -	June binary variable
JUL -	July binary variable
AUG -	August binary variable
SEP -	September binary variable
OCT -	October binary variable
DEC -	December binary variable
QTR1 -	First FY quarter binary variable
QTR3 -	Third FY quarter binary variable
QTR4 -	Fourth FY quarter binary variable

Propensity to Enlist: A Two-Stage Least Squares Approach

The proposed theory states that the propensity to enlist model has one endogenous variable: the number of Air Force production recruiters. To demonstrate the impact of endogeneity, assume a linear form for the propensity to enlist equation:

$$APPLRATE = c_a + b_{a1}\ RECR + b_{a2}\ CIVEMP + b_{a3}\ RELWAGE \quad (1)$$

If RECR is endogenous to the flow of applicants (APPLRATE), RECR must be estimated as a dependent variable in the first stage of a two stage estimation procedure. The estimated values for RECR from stage one can then be used in the second stage estimation of equation (1). Thus, the first stage equation for RECR can be specified as:

$$RECR = c_r + b_{r1}\ CIVEMP + b_{r2}\ RELWAGE + b_{r3}\ GOALFL \quad (2)$$

The explanatory variable RECR of equation (1) is not independent of the other explanatory variables, and, accordingly, the usual regression techniques will not yield unbiased estimates of the effect of the explanatory variables (Theil, 1971). The two-stage least squares (2SLS) approach will account for the endogeneity of RECR and produce unbiased estimates of the coefficients specified in equation (1).

In stage one of the two-stage least squares estimation, the number of production recruiters has been estimated using the following first stage equation:

$$RECR = c_r + b_{r1}\ CIVEMP + b_{r2}\ RELWAGE + b_{r3}\ GOALFL + b_{r4}\ JAN + b_{r5}\ FEB + b_{r6}\ MAR + b_{r7}\ APR + b_{r8}\ MAY + b_{r9}\ JUN + b_{r10}\ JUL + b_{r11}\ AUG + b_{r12}\ SEP + b_{r13}\ OCT + b_{r14}\ DEC. \quad (3)$$

The results of the first stage estimation appear in Table 5. The recruiter equation performed well, as demonstrated by the fact that the equation explains over 71 percent of the variation in the dependent variable. Both the relative military to civilian compensation and the force level goal were significant at greater than the 99 percent level of significance.

The Applicant Supply Equation

Using the estimates from the first stage recruiting equation, the applicant supply equation was estimated.

$$APPLRATE = c_a + b_{a1}\ RECR^* + b_{a2}\ CIVEMP + b_{a3}\ RELWAGE + b_{a4}\ JAN + b_{a5}\ FEB + b_{a6}\ MAR + b_{a7}\ APR + b_{a8}\ MAY + b_{a9}\ JUN + b_{a10}\ JUL + b_{a11}\ AUG + b_{a12}\ SEP + b_{a13}\ OCT + b_{a14}\ DEC \quad (4)$$

where RECR* is the predicted values of the RECR variable from the first stage equation presented in Table 5. The applicant supply equation was estimated using the Cochrane-Orcutt method to correct for autocorrelation in the first stage equation (Theil, 1971). This approach was used because the first stage equation had significant autocorrelation as measured by the Durbin-Watson statistic of 0.2556. The results of the estimation of the supply equation using 2SLS are presented in Table 6.

The supply equation estimated by 2SLS explains over 66 percent of the variation in the dependent variable. The number of recruiters and the employment rate were both significantly different from zero at greater than the 99 percent level of significance. Four of the dummy variables representing the months were significant at greater than the 99 percent level of significance, January, June, July, and August.

Table 5. **Air Force Supply Equation - First Stage**

Constant	7.368
CIVEMP	0.108 (0.23)
RELWAGE	-2.696 (-12.81)*
GOALFL	-2.607 (-3.15)*
JAN	0.088 (1.63)
FEB	0.077 (1.42)
MAR	0.038 (0.71)
APR	0.023 (0.43)
MAY	0.009 (0.17)
JUN	-0.002 (-0.03)
JUL	-0.015 (-0.27)
AUG	-0.022 (-0.41)
SEP	-0.040 (-0.75)
OCT	0.010 (0.19)
DEC	-0.011 (-0.21)
R^2	0.711

( ) t-statistic.
*Statistically significant at the 99% level.

Table 6. **Air Force Applicant Supply Equation - Second Stage**

Variable	2SLS
Constant	-0.194
RECR	1.179 (3.36)*
CIVEMP	-2.824 (-3.51)*
RELWAGE	1.127 (1.04)
JAN	0.203 (2.77)*
FEB	0.079 (1.07)
MAR	0.118 (1.64)
APR	-0.065 (-0.91)
MAY	-0.085 (-1.18)
JUN	0.158 (2.20)*
JUL	0.023 (3.19)*
AUG	0.229 (3.20)*
SEP	0.132 (1.88)
OCT	-0.021 (-0.35)
DEC	0.034 (0.57)
R^2	0.663

( ) t-statistic.

*Statistically significant at the 99% level.

Another measure of the performance of an equation is its ability to predict. Three insample measures of predictive credibility were used: root mean square error (RMSE), mean absolute error (MAE), and Theil's Inequality Coefficient (TIC). For an extended discussion of these three measures, refer to Appendix A of Stone, Looper, and McGarrity, 1989. The equation performed well in the forecast as demonstrated by the TIC value of 0.0880, the RMSE of 0.1408, and the MAE of 0.1077.

Predicting IQMA

Once the IMA was determined it was used to predict the number of applicants who are qualified for military service (IQMA). The IMA population was refined so that it included only those who were both medically and morally qualified to perform in the military. The estimated disqualification rates provided below were derived by the AF/MPZ Special Study Team in 1985 and used in this study as default values.

Medical and Moral Disqualification Rates for Men and Women

STANDARD CATEGORY	MEN	WOMEN
Medical only	19.1%	38.2%
Moral Only	4.8%	1.6%
Combined Rate	23.9%	39.8%

Once the IMA was refined to include only those who were medically and morally qualified, it was screened for mentally qualified applicants. The four categories for mentally qualified applicants were: 1) high school graduates, 2) AFQT category I's through IIIa's, 3) minimum acceptable General composite score and 4) minimum acceptable total score (sum of Mechanical, Administrative, General, and Electronic (MAGE) composite scores). High school graduates and AFQT category I's through IIIa's were stated as a portion of the medically and morally qualified population. Minimum acceptable General composite and total scores were mapped into proportions of the medically and morally qualified population.

The quality of incoming applicants would be expected to be affected by the civilian employment rate. Decreases in the unemployment rate would result in increases in the quality of the applicant flow because higher quality individuals will be more inclined to apply for military service when their civilian employment opportunities are limited. Changes in military relative to civilian compensation will also affect the influx of higher quality recruits. If military compensation decreases relative to civilian compensation, higher quality recruits will be less apt to apply for military service because there are better paying alternatives in the civilian sector. The number of Air Force recruiters also affects the number of higher quality applicants. As the number of recruiters increase, the number of applicants at the recruiting station should also increase. As the number of applicants increase, the proportion of high quality applicants will decrease because the denominator of the proportion (all other applicants) is being affected more by the increase in recruiting effort.

Quality of Applicants: A Simple Approach to Estimating the Quality of the Applicant Flow

Once the flow of recruits was estimated, the next question to be addressed was the quality level of the flow of recruits. To estimate the average quality of the applicant flow, the General composite score on the ASVAB was used as the basis for the definition of average quality. Based on a sensitivity analysis the quality of applicants was measured as the ratio of the number of applicants with a General composite score of 80 or greater to all other applicants. Ordinary least squares was used to estimate the following equation:

$$GEN80RATE = c_q + b_{q1}\ CIVEMP + b_{q2}\ RELWAGE + b_{q3}\ RECR + b_{q4}\ GOALFL + b_{q5}\ QTR1 + b_{q6}\ QTR3 + b_{q7}\ QTR4. \quad (5)$$

The results of the estimation of equation (5) appear in Table 7. The estimation was performed using the Cochrane-Orcutt procedure for dealing with autocorrelation (Theil, 1971). Quality equation (5) performed well, explaining over 56 percent of the variation in the dependent variable. Both the recruiter variable and the force level goal variable were significant at greater than the 99 percent level. QTR4 was significant at the 95 percent level.

Table 7. **Air Force Applicant Quality Equation**

Constant	1.095
CIVEMP	-0.144 (-1.36)
RELWAGE	-0.071 (-0.99)
RECR	-0.130 (-5.82)*
GOALFL	-0.461 (-2.72)*
QTR1	-0.008 (-1.40)
QTR3	-0.005 (-0.97)
QTR4	-0.014 (-2.18)**
R^2	0.568

( ) t-statistic.
*Statistically significant at the 99% level.
**Statistically significant at the 95% level.

Predicting Quality Distributions

Once the model determined the average quality of the applicant flow based on the General composite score of the ASVAB, distributions of scores for the other three composites of MAGE were predicted. By using the predicted number of applicants with a General composite score of 80 or greater, the number of applicants with scores of 80 or greater in the other three categories were predicted. Using ordinary least squares, the following equations were estimated:

$$ADM80 = c_a + b_{al}\ GEN80 \quad (6)$$
$$ELEC80 = c_e + b_{el}\ GEN80 \quad (7)$$
$$MECH80 = c_m + b_{ml}\ GEN80 \quad (8)$$

The results of these estimations appear in Table 8. The equations were estimated using the Cochrane-Orchutt procedure to correct for autocorrelation. The three equations performed well with the Mechanical and Administrative equations both explaining over 96 percent of the variation, and the Electronic over 98 percent.

Table 8. **Air Force Applicant Quality Distribution Equations**

	ADM80	ELEC80	MECH80
Constant	230.867	112.288	285.189
GEN80	1.104	0.859	0.993
	(49.89)*	(68.71)*	(44.40)*
R^2	0.963	0.985	0.969

( ) t-statistic.
*Statistically significant at the 99% level.

CIVILIAN AVAILABILITY MODEL SOFTWARE

The proceeding sections have discussed the components of the Civilian Availability Model (CAM). In this section, the mechanics of using and operating the software implementation of the model will be discussed. Figure 2 contains a graphical description of the CAM software. The CAM has four modules - data retrieval, model selection, allocation, and reporting. In addition, CAM has a user interface module. CAM is hosted on a system that allows it to function as a single model with several subfunctions. The module names are descriptive of the function to be performed, rather than representative of the way in which the code in such a model is designed. The modules represent submenus within CAM that allow various other functions to be performed.

User Interface Module

The user interface module provides a means for the user to initiate the CAM program. CAM is menu driven, and the user interface module is the main menu, allowing the user access to the other modules of CAM depending on the function which the user wishes to invoke. The user interface module allows the user to enter the data retrieval module, the allocation module, or the reporting module. In addition, the user interface module allows the user to save and retrieve parameters and results of user-defined models.

Data Retrieval Module

Development of the data retrieval module of CAM is beyond the scope of this prototype. Although not operative at this time, such a module would permit the user to retrieve data from the Census population data file as well as from other data files useful in analyzing the

availability of civilians for military service. The user could look at an extract of the NORC file or the PROMIS file. The number and kinds of files that are available are limited only by disk space, but several kinds of data are mentioned in earlier sections of this report and are shown in Figure 2. This would allow the user to view the data used in the actual allocation process. Another possible function for this module would be to provide the user with a means to update the data stored in these files. From this module the user could also specify the data file which would be used in the allocation module for analysis.

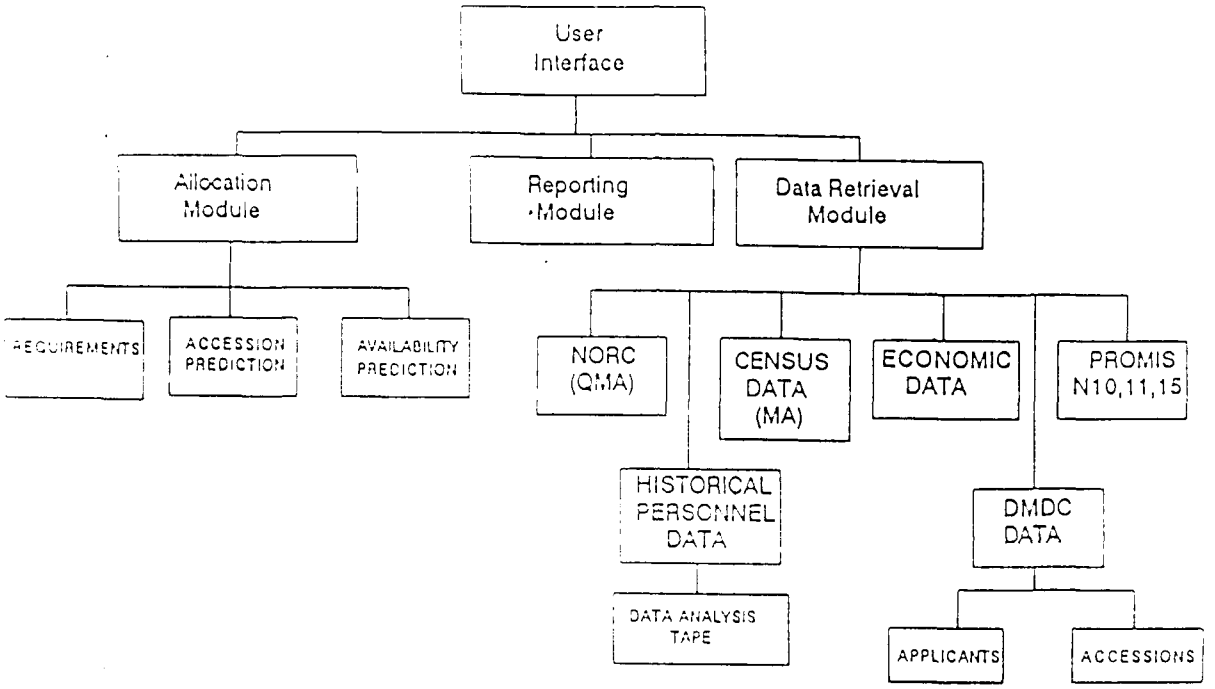

Figure 2. **Civilian Availability Model.**

Allocation Module

Specification of Constraints

In the allocation module, CAM is used to forecast the IQMA population given the constraints imposed upon the initial population of 17- to 27-year-olds. Initially, this module allows the user to set the constraints under which the model will later forecast IQMA. First, the user is allowed to set the constraints to be imposed upon the Census population data file. By default, the rates used to obtain the population estimates are the moderate rates for birth, death, and immigration as defined by the Census Bureau. The user may then further define the population to be analyzed by restricting certain race, sex, and age specific categories. Race may be restricted to include only whites or blacks, or unrestricted to include whites, blacks, and other races. This population may then be further restricted to include only males or females, or both sexes. And, finally, the user may set the minimum and maximum age cohort to be

considered. Available ages are from 17 to 27 years of age. The default setting includes both sexes and all races, ages 17 to 21.

Next, the user is allowed to set the economic constraints which will be imposed upon the model or accept the defaults. The user may include expected changes in the unemployment rate, the military to civilian wage ratio, and the number of production recruiters. The rate of change can be set by the user for any or all of these variables within a specified minimum/maximum based on the sample means during the January 1980 to December 1988 time period (see Section III).

The final set of constraints which the user may specify affect the availability of the population for military service. The first set of constraints determine the qualification standards for military service. The user may specify the proportion of the population assumed to hold a high school diploma and the proportion who will be classified as an AFQT Category I-IIIa. The user may also set the minimum General composite and total scores which the military will accept for enlistment. The second set of constraints includes the proportion of the population which is institutionalized, the proportion of the population which is medically and/or morally disqualified for military service, and the proportion of the population enrolled in college. In addition, the user is provided with the option to increase or decrease the number of prior service and in-service personnel for the projected years. Tables for prior service and currently in-service populations were established for each of the projected years based on a study by the Army Research Institute (Verdugo and Berliant, 1988). The user can increase or decrease the population with prior service or currently in-service by setting the percentage change expected in these numbers. The default values for these constraints are:

Qualifying Availability Constraints	
High School Diploma	86.0%
AFQT Cat. I-IIIa	89.0%
Minimum General composite score	40
Minimum total score	150
Military Availability Constraints:	
Institutionalized Rate	1.3%
Moral Disqualification Rate	3.9%
Medical Disqualification Rate	14.0%
In Service Change	0.0%
Prior Service Change	0.0%
College	48.0%

IQMA Population Calculation

The population input file specified by the user represents the total available population with which CAM will begin the allocation process. From the initial population, the MA population can be calculated. To arrive at the MA population, the portion of the population which is institutionalized is removed. The institutionalized rate specified in the military available constraints is multiplied by the total available population, yielding the total institutionalized population. The residual of the total available population minus the institutionalized population is the total non-institutionalized available population. Next, the portion of the population currently serving in the armed forces or with prior military service is removed, followed by the portion of the population which is enrolled in college. The rate used to determine the proportion enrolled in college is also from the military available constraints specified by the user. This rate is multiplied by the total noninstitutionalized population previously calculated, resulting in the number of currently enrolled college students. To arrive at the total MA population the

institutionalized, in-service, prior service, college enrolled sub-populations are subtracted from the total population.

The second step in the forecast is to compute the total IMA population. The prediction of IMA is made using the equation which estimates the application rate into the MEPS presented in Section III. The applicant rate is estimated as a function of the unemployment rate, the military to civilian wage ratio, number of production recruiters, and the expected force level. The expected values for these constraints, which were specified by the user in the economic constraints section, are used to predict the applicant flow. The product of the applicant rate and the MA population is the IMA population. The uninterested military available population is the residual of the initial MA population minus the IMA population.

Given the estimate of the IMA population, the model then proceeds to determine what proportion of the IMA population is qualified for military service (IQMA). First, the number of medically and morally qualified are determined. The medical and moral disqualification rates were specified by the user in the military available constraints. The specified rates are applied to the population assuming strict proportionality. In other words, one minus the medical disqualification rate is multiplied by one minus the moral disqualification rate, resulting in the proportion of the population medically and morally qualified. The medically and morally qualified rate is multiplied by the IMA population to obtain the portion qualified for military service by these specified rates. The procedure for estimating medically and morally qualified and the assumption of strict proportionality removes all three possible groups of disqualified applicants: those medically disqualified, those morally disqualified, and those both medically and morally disqualified without removing the individual in both categories twice. The portion found to be medically and/or morally disqualified can then be removed from the IMA population.

The medically and morally qualified IMA must then be further refined to include only those mentally qualified for military service. The mental disqualification rates, specified by the user in the qualifying availability constraints, are also applied assuming strict proportionality. The mental disqualification rate is comprised of the proportion of the population which does not have a high school diploma, does not qualify for AFQT Category I-IIIa, and possesses a General composite and total score less than the minimum specified in the constraints by the user. The product of one minus each of these rates is applied to the medically and morally qualified IMA population, resulting in the mentally, medically, and morally qualified portion of the IMA population, the IQMA population.

The last function of CAM allows the user to further refine the IQMA population by specifying the desired MAGE distribution necessary to fulfill the overall career manning needs of the Air Force. Using the equations presented in Section 3 and the estimated IQMA population, the model will predict the number of applicants entering the MEPS with a given General composite score or better. Based on the predicted General composite score, the model will predict the distribution of applicants with minimum or better Mechanical, Administrative, and Electronic composite scores. From the predicted distribution, the restricted IQMA for the future year specified by the user is estimated.

Reporting Module

The reporting module allows the user to specify the way in which the output will be displayed. Graphical output is available as well as printed output. The input to this module are files from either the data retrieval module or the allocation module. This module can be automatically invoked by one of the other modules or it can be user invoked. In the case of the user invoking the reporting module, a menu system allows the user to specify the files to be used and the format of the report for printing.

CONCLUSIONS AND RECOMMENDATIONS

This paper describes the development and testing of a prototype civilian availability model. The research focused on techniques for forecasting potential military available, qualified military available, and interested and qualified military available personnel resources from the civilian population. The emphasis in the model is on predicting the supply of untrained, 17- to 23-year-olds, by ASVAB composites and other demographic factors over a specified time horizon. To accomplish this forecast, various sources of military recruiting service and civilian data were surveyed, analyzed and collected.

This software prototype is the initial step in developing a force management tool for forecasting the available population and then matching it with future weapon system manpower requirements. Future research in this area will incorporate this technology into a comprehensive model to assess the productivity of various force structures based on estimated weapon system manning levels and the availability of the youth population to support these requirements.

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APPENDIX: FILE LAYOUTS

RECORD POSITION	FIELD NAME	NOTES
1	Record Code	Always coded "T".
2-17	Series Code	Provides unique identification for each series. This field is subdivided in a specific manner for each file.
18-111	Title	Alphanumeric title; left justified.
112-119	Units	Unit of measurement for this series (e.g., hours. dollars).
120	Periodicity	A code indicating: "M" for monthly data "Q" for quarterly data "A" for annual data
121-124	Series Began Date	The date the series begins. The form is YYMM for year and month.
125-128	Series End Date	The date the series ends. The form is YYMM for year and month.
129-156	Filler	Blanks.

Figure A-1. Series Title Record Format.

RECORD POSITION	FIELD NAME	NOTES
1	Record Code	Always coded "M".
2-17	Series Code	See description under title records.
18-19	Year	
20-21	Filler	Blanks.
22	Decimal	Indicates where to place the decimal point in the data E.G., a "1" would indicate that one digit lies to the right of the decimal place. The range of this field is 0 to 9.
23-32	Annual Average Data	
23	Sign	A blank indicates positive data, and a "-" indicates negative data.
24-31	Value	
32	Status	(0 = available, 1 = n.a.)
33-42	January Data	
33	Sign	A blank indicates positive data, and a "-" indicates negative data.
34-41	Value	
42	Status	(0 = available, 1 = n.a.)
43-52	February Data	
43	Sign	A blank indicates positive data, and a "-" indicates negative data.
44-51	Value	
52	Status	(0 = available, 1 = n.a.)
53-62	March Data	
53	Sign	A blank indicates positive data, and a "-" indicates negative data.
54-61	Value	

Figure A-2. Series Data Record Format for Monthly Series.

RECORD POSITION	FIELD NAME	NOTES
62	Status	(0 = available, 1 = n.a.)
63-72	April Data	
63	Sign	A blank indicates positive data, and a "-" indicates negative data.
63-71	Value	
72	Status	(0 = available, 1 = n.a.)
73-82	May Data	
73	Sign	A blank indicates positive data, and a "-" indicates negative data.
74-81	Value	
82	Status	(0 = available, 1 = n.a.)
83-92	June Data	
83	Sign	A blank indicates positive data, and a "-" indicates negative data.
84-91	Value	
92	Status	(0 = available, 1 = n.a.)
93-102	July Data	
93	Sign	A blank indicates positive data, and a "-" indicates negative data.
94-101	Value	
102	Status	(0 = available, 1 = n.a.)
103-112	August Data	

Figure A-2. (cont.)

RECORD POSITION	FIELD NAME	NOTES
103	Sign	A blank indicates positive data, and a "-" indicates negative data.
104-111	Value	
112	Status	(0 = available, 1 = n.a.)
113-122	September Data	
113	Sign	A blank indicates positive data, and a "-" indicates negative data.
114-121	Value	
122	Status	(0 = available, 1 = n.a.)
123-132	October Data	
123	Sign	A blank indicates positive data, and a "-" indicates negative data.
124-131	Value	
132	Status	(0 = available, 1 = n.a.)
133-142	November Data	
133	Sign	A blank indicates positive data, and a "-" indicates negative data.
134-141	Value	
142	Status	(0 = available, 1 = n.a.)
143-152	December Data	
143	Sign	A blank indicates positive data, and a "-" indicates negative data.
144-151	Value	
152	Status	(0 = available, 1 = n.a.)
153-156	Filler	Blank

Figure A-2. (concluded)

NOTE 1 TEST - DIFFERENCE AFQT (DAFQT) - APT HISTORY-01ST-04TH (CHARS 178-180, 204-206, 230-232, 256-258) - THESE FIELDS CONTAIN AFQT SCORES WHICH HAVE BEEN ALTERED WITH A STATISICAL FORMULA. THE PURPOSE OF THESE DAFQT SCORES IS TO COMPARE THEM TO THE ACTUAL AFQT SCORE TO SEE IF THERE IS A LARGE DISCREPENCY BETWEEN THE TWO. LARGE DISCREPENCIES INDICATE THAT COACHING BY THE RECRUITER MAY HAVE TAKEN PLACE. THE FIRST CHAR OF THESE FIELDS IS A SIGN (+ OR -). IF THERE IS NO SIGN AND THE SCORE IS ' 00' OR ' 99' THEN MANUAL ENTRY WAS DONE AND THERE IS NO DAFQT FOR THOSE PEOPLE.

NOTE 2 TEST - 01ST-03RD - SPECIAL - SCORE (CHARS 277-284, 294-301, 311-318) - THESE FIELDS CONTAIN THE SCORE, GRADE OR RATING ACHIEVED BY AN INDIVIDUAL ON ANY OF THE FOLLOWING TESTS.

RANGE	TEST NAME	ABBREV	TYPE	FIELD BREAKDOWN
01-99	AIR FORCE OFFICER QUALIFYING TEST SCORE	AFOQT	A	8 POSITION RAW SCORE (4 SCORES - 2 POSITIONS EACH)
00-22	RADIO COMMUNICATION ANALYSIS TEST SCORE	RCAT	B	2 POSITION RAW SCORE
UNKNOWN	ARMY MOTOR VEHICLE DRIVER BATTERY SCORE	MDB	C	3 POSITION CONVERTED RAW SCORE
012-164	DEFENSE LANGUAGE APTITUDE BATTERY SCORE	DLAB	E	3 POSITION STANDARD SCORE
UNKNOWN	DEFENSE LANGUAGE PROFICIENCY TEST SCORE	DLPT	F	6 POSITION CONVERTED SCORE (READING 2 POS, LISTENING 2 POS, SPEAKING 2 POS) (SPEAKING PORTION NOT ADMINISTERED).
UNKNOWN	DEFENSE LANGUAGE PROFICIENCY TEST TWO SCORE	DLPT2	P	6 POSITION CONVERTED SCORE (READING 2 POS, LISTENING 2 POS, SPEAKING 2 POS) (SPEAKING PORTION NOT ADMINISTERED).
UNKNOWN	DEFENSE LANGUAGE PROFICIENCY TEST THREE SCORE	DLPT3	Q	6 POSITION CONVERTED SCORE (READING 2 POS, LISTENING 2 POS, SPEAKING 2 POS) (SPEAKING PORTION NOT ADMINISTERED).
000-128	ELECTRONIC DATA PROCESSING TEST SCORE	EDPT	G	3 POSITION RAW SCORE
UNKNOWN	ENGLISH COMPREHENSION LEVEL TEST SCORE	ECLT	H	3 POSITION CONVERTED SCORE
UNKNOWN	ENGLISH FLUENCY BATTERY TEST SCORE	EFB	I	HELD IN RESERVE AT THE US ARMY ADJUTANT GENERAL PUBLICATIONS CENTER, BALTIMORE MARYLAND.
UNKNOWN	EXAMEN CALIFICION DE FUERZAS ARMADAS	ECFA	J	HELD IN RESERVE AT THE US ARMY ADJUTANT GENERAL PUBLICATIONS CENTER, BALTIMORE MARYLAND.
UNKNOWN	FLIGHT APTITUDE SELECTION TEST SCORE	FAST	K	3 POSITION STANDARD SCORE
UNKNOWN	OFFICER'S SELECTION BATTERY SCORE	OSB	M	3 POSITION STANDARD SCORE
000-198	AIR FORCE DENTAL APTITUDE TEST SCORE	AFDAT	N	3 POSITION RAW SCORE
UNKNOWN	AUDITORY PERCEPTION TEST SCORE	AP	O	3 POSITION SCORE

NOTE 3 PHYSICAL PROFILE MODIFIER (CHARS 339, 341, 343, 345, 347, 349) - IF PHYSICAL PROFILE (CHARS 338, 340, 342, 344, 346, 348) IS CODED '3' THEN THERE MUST BE SOMETHING IN PHYSICAL PROFILE MODIFIER TO INDICATE THE PERMANENCE & RESPONSIVENESS TO TREATMENT.

NOTE 4 PLACE OF BIRTH FIELDS (CHARS 76-100) ARE ONLY REPORTED FOR PEOPLE WHO HAVE A SECURITY INVESTIGATION INITIATED BY MEPCOM.

NOTE 5 PRIOR SERVICE PEOPLE DO NOT HAVE ANY ASVAB DATA REPORTED UNTIL 1 MAR 89 AND THEN NOT ALL PRIOR SERVICE PEOPLE WILL HAVE ASVAB DATA AS PREVIOUS SCORES CAN BE USED FOR ENTRY AND THOSE SCORES ARE NOT PUT INTO THE MEPCOM DATABASE.

TEST - ASVAB DATE OF TEST (CHARS 187-192) - THE YEAR/MONTH PORTION OF THIS FIELD (CHARS 187-190) BECAME EFF NOV 84 AND THE DAY PORTION (CHARS 191-192) BECAME EFF JAN 89.

Figure A-3. AFEES Applicants/Accessions Master (Jan. 79-PRES)

TEST - ASVAB STANDARD SCORES (CHARS 123-144) STARTED BEING REPORTED EFF JAN 89 AND RANGES ARE AS FOLLOWS (THE HRL COMPUTED STANDARD SCORES (CHARS 417-449) HAVE THE SAME RANGES EXCEPT THEY HAVE A LEADING 0 IN THE FIRST CHARACTER).

CHARS	SUBTEST	RANGES
123-124/417-419	GS	20-68
125-126/420-422	AR	26-66
127-128/423-425	WK	20-61
129-130/426-428	PC	20-62
131-132/429-431	NO	20-62
133-134/432-434	CS	22-72
135-136/435-437	AS	24-69
137-138/438-440	MK	29-68
139-140/441-443	MC	24-70
141-142/444-446	EI	23-70
143-144/447-449	VE	20-62

RANGES FOR TEST AFQT SUM OF SCORES (CHARS 169-171) ARE:
(OLD) ASVAB 8-14 (USES RAW) 000-105
(NEW) ASVAB 15-17 (USES STANDARD) 095-258

RANGES FOR TEST - ASVAB SUBTEST SCORES 01-11 FOR ASVABS 8 & ABOVE ARE AS SHOWN IN THE LAYOUT DESCRIPTIONS (CHARS 101-122). RANGES FOR ASVABS 5-7 ARE AS FOLLOWS (ASVABS 5-7 HAVE 01-16 SUBTESTS)

CHARS	SUBTEST	RANGES
101-102	GENERAL INFORMATION (GI) - 01	00-15
103-104	NUMERICAL OPERATIONS (NO) - 02	00-50
105-106	ATTENTION TO DETAIL (AD) - 03	00-30
107-108	WORD KNOWLEDGE (WK) - 04	00-30
109-110	ARITHMETIC REASONING (AR) - 05	00-20
111-112	SPACE PERCEPTION (SP) - 06	00-20
113-114	MATH KNOWLEDGE (MK) - 07	00-20
115-116	ELECTRONIC INFO (EI) - 08	00-30
117-118	MECH COMPREHENSION (MC) - 09	00-20
119-120	GENERAL SCIENCE (GS) - 10	00-20
121-122	SHOP INFORMATION (SI) - 11	00-20
403-404	ARTS INFORMATION (AI) - 12	00-20
405-406	CLASSIFICATION MAINTENANCE (CM) - 13	00-20
407-408	CLASSIFICATION ATTENTIVENESS (CA) - 14	00-20
409-410	CLASSIFICATION ELECTRONICS (CE) - 15	00-20
411-412	CLASSIFICATION COMBAT (CC) - 16	00-27

NOTE 6. DATE - ENTRY (CHARS 374-379) - THE OLDER DATES FOUND IN THIS FIELD PERTAIN TO PRIOR ENLISTEES AND ARE THE ORIGINAL DATES OF ENLISTMENT. ON THE JAN 79-DEC 88 SUBMISSIONS THIS WAS REPORTED FOR APPLICANTS & ACCESSIONS. EFF JAN 89 IT IS REPORTED ONLY FOR ACCESSIONS.

NOTE 7. LANGUAGE INDICATOR (CHAR 327) - BLANKS INDICATE NO.

NOTE 8. HOME OF RECORD - STATE/COUNTY (CHARS 45-49) - IF THE FIRST 2 CHARACTERS OF THIS FIELD IS GREATER THAN 56, THEN THE VALUE RELATES TO THE FOLLOWING MEANINGS:

1ST 2 CHARS	MEANING
60	AMERICA SOMOA

66	GUAM
68	MARSHALL ISLANDS
69	NORTHERN MAREANA ISLANDS
70	PALAU
72	PUERTO RICO
74	U.S. MINOR OUTLYING ISLANDS
78	VIRGIN ISLANDS

ALSO, IF THE 1ST 2 CHARS ARE ALPHA CHARACTERS FOLLOWED BY '888' THEN THE DESCRIPTION CAN BE FOUND BY LOCATING THE 2 ALPHA CHARS IN THE FIDO CODE OF 'COUNT-ST'.

NOTE 9: ACADEMIC EDUCATION LEVEL - HIGHEST (CHAR 75) - WHEN FIRST RECEIVING THIS FIELD IN JAN 89, A FEW OLD CODE VALUES WERE STILL COMING IN. WE BLANK FILLED THESE VALUES WHICH ACCOUNTS FOR THE HIGH NUMBER OF BLANKS. PER DMDC THESE ARE PRIMARILY APPLICANT RECORDS AND OLD CODES WILL PHASE OUT.

NOTE 10: APTITUDE STATUS - APT HISTORY - 01ST-04TH (CHARS 195, 221, 247, AND 273) - ON THE SUBMISSIONS DMDC IS PICKING UP THE WRONG DATA FOR THIS FIELD THEREBY EXPLAINING THE HIGH COUNTS FOR VALUE 'P' WHICH MEANS 'PARTIALLY QUALIFIED'. THIS NOTE PERTAINS MAINLY TO THE ACCESSIONS RECORDS. EVENTUALLY, THE CORRECT DATA WILL BE COMING IN FOR THESE FIELDS.

NOTE 11: THIS NOTE PERTAINS TO ALL 'HOME OF RECORD' FIELDS (CHARS 42-56). EFF JAN 89, WHEN RECEIVING THIS DATA, THESE FIELDS WERE BEING SKIPPED BY MANY OF THE MEPS STATIONS WHEN ENTERING THE DATA. THIS IS LIKELY TO CONTINUE FOR A WHILE, BUT STEPS ARE BEING TAKEN BY MEPS TO GET THIS DATA ENTERED FOR EVERYONE.

NOTE 12: TEST - ASVAB FORM/VERSION NUMBER (CHARS 172-174) - THE VERSION (CHAR 174) IS EFFECTIVE OCT 84 FOR ACCESSION RECORDS AND MAR 86 FOR APPLICANT RECORDS. THE FORM NUMBER (CHARS 172-173) WAS REPORTED FOR THE COMPLETE TIME PERIOD. FOR THE FILE COVERING THE PERIOD JAN 79-DEC 88 THE DATA FOR ASVAB FORM/VERSION NUMBER CAME IN TWO SEPARATE FIELDS. CHARS 173-174 CAME FROM TEST - ASVAB VERSION NUMBER (CHARS 155-156 OF LAYOUT 843/7901F) AND CHAR 172 WAS RECODED FROM TEST - ASVAB FORM NUMBER (CHARS 42-43 OF LAYOUT 843/7901F). ASVAB FORM/VERSIONS 01C & 02C ARE COMPUTER ADAPTIVE TESTS (IOT&E) BEING ADMINISTERED BY 6 MILITARY ENTRANCE PROCESSING STATIONS, BEGINNING WITH SAN DIEGO. THEY WILL BE USED FOR 1 1/2 YEARS. THESE PEOPLE HAVE AFQT SCORES, TEST DATE & SUBTEST SCORES BUT DO NOT HAVE PERCENT SCORES, MAGE SUM OF STANDARD SCORES, AFQT SUM OF STANDARD SCORES AND STANDARD SCORES. THESE CAN BE COMPUTED USING THE 8A SCORING TABLES EXCEPT FOR WOMEN; THEY NEED AN ADJUSTMENT. SEE JAMES EARLES OR DR VALENTINE, AFHRL/MOA.

NOTE 13: MARITAL STATUS/NUMBER OF DEPENDENTS (CHARS 61-62) - THE FIRST CHARACTER OF THIS FIELD (CHAR 61) INDICATES MARITAL STATUS (1=SINGLE, 2=MARRIED) AND THE 2ND CHARACTER (CHAR 62) INDICATES NUMBER OF DEPENDENTS. THE NUMBER OF DEPENDENTS PORTION CAME IN ALL '0' FOR THE FOLLOWING TIME PERIODS: MAR 79-JUN 81, JUL 82-NOV 86, AND OCT 87-DEC 88.

NOTE 14: DUE TO A SCORING PROBLEM AT DMDC THE ASVAB & AFQT PERCENTILE SCORES (CHARS 157-168 &

175-176) RECEIVED (ACCESSIONS APR 83-DEC 88 AND APPLICANTS MAR 86-DEC 88) WERE IN ERROR & WE HAVE '*' FILLED THE RECORDS FOR THESE TIME PERIODS. ALSO, APPLICANT RECORDS HAVE NO AFOQT SCORE FOR RECORDS FEB 86-OCT 87.

NOTE 15: TEST - AFQT SCORE (CHARS 175-176) - EFFECTIVE 1 JAN 89 THE SCORING COMPUTATION FOR THE AFQT CHANGED. ANY TESTS SCORED EARLIER THAN 1 JAN 89 WILL USE THE OLD COMPUTATION. ON FILES CONTAINING 'TEST - ASVAB DATE OF TEST', IT CAN BE USED TO DETERMINE WHEN THE AFQT WAS SCORED.

NOTE 16: CHARS 11-14 - THIS FIELD WAS CALLED DATE DETERMINATION/TRANSACTION ON THE JAN 79-DEC 88 SUBMISSIONS.

NOTE 17: HEIGHT (CHARS 353-357) - JAN 79-DEC 88 AND OCT 89-PRESENT RECORDS HAVE ONLY 2 CHARACTERS REPORTED. THEY ARE IN CHARS 353-354 WITH CHARS 355-357 ASTERISK FILLED.

NOTE 18: ALL APTITUDE HISTORY FIELDS CONTAIN DATA RELATING TO THE NUMBER OF TIMES THE ASVAB TEST WAS TAKEN BY AN INDIVIDUAL. APTITUDE HISTORY - O1ST CONTAINS THE MOST RECENT DATA FOR AN INDIVIDUAL, FOLLOWED BY APT HIST - O2ND, APT HIST - O3RD, AND THEN APT HIST - O4TH WHICH CONTAINS THE OLDEST DATA. THE ASVAB SCORES IN CHARS 101-168 ARE THE SCORES FOR THE MOST RECENT TEST (O1ST).

NOTE 19: WAIVER - CODE (CHAR 382), WAIVER - MORAL - REASON FOR WAIVER (CHAR 383), WAIVER - APPROVAL LEVEL (CHAR 384), ENLISTMENT OPTION (CHAR 396), BONUS OPTION (CHAR 397), YOUTH PROGRAM ATTENDED (CHAR 398) AND YOUTH PROGRAM SPONSORING SERVICE (CHAR 399) - ON THE JAN 79-DEC 88 RECORDS EVERYONE (APPLICANTS AND ACCESSIONS) HAS A CODE (MOST HAVE 'Y' FOR N/A). ON THE RECORDS BEGINNING IN JAN 89 THOSE THAT HAVE NO NEED FOR A CODE (PRIMARILY PERTAINS TO APPLICANTS) ARE CODED BLANK INSTEAD OF 'Y'.

NOTE 20: THE FOLLOWING FIELDS WERE NOT FULLY REPORTED OR NOT REPORTED AS SHOWN BELOW:

CHAR 59	ETHNIC GROUP	NOT FULLY REPORTED JAN 79-DEC 85
CHARS 61-62	MARITAL STATUS/NUMBER OF DEPENDENTS	NOT FULLY REPORTED JAN 79-JUN 86
CHARS 364-365	MEDICAL FAILURE CODE - PRIMARY	NOT FULLY REPORTED OCT 85-SEP 87 AND NOT REPORTED OCT 87-DEC 88

NOTE 21: THE FIELDS IN CHARS 417-486 WERE GENERATED BY HRL/SCA FOR ALL JAN 79-DEC 88 RECORDS THAT HAD FORMS 38 AND ABOVE (EARLIER FORMS AND RECORDS JAN 89 OR LATER ARE * FILLED.) FOR JAN 89 AND LATER RECORDS THE DMDC SCORES CAN BE FOUND IN CHARS 123-168. (FOR JAN 79-DEC 88 THERE ARE NO DMDC SCORES.) ALL SCORES IN THESE FIELDS ARE SCORED USING THE 1980 SCORING TABLES. VALID SCORE RANGES FOR THE STANDARD SCORES (CHARS 471-449) CAN BE FOUND IN NOTE 5.

NOTE 22: TEST - AFQT SUM OF SCORES (COMPUTED BY HRL) (CHARS 462-465) HAS AN ASSUMED DECIMAL (I.E., 0320 = 032.0).

NOTE 23: TEST - AFQT SUM OF SCORES - NEW (COMPUTED BY HRL) (CHARS 466-468) & TEST - AFQT SCORE - NEW (COMPUTED BY HRL) (CHARS 484

-486) WERE COMPUTED USING THE NEW SCORING TABLE EFFECTIVE JAN 89
(NEW AFQT = 2VE + AR + MK (SUM OF SUBTEST STANDARD SCORES)).

NOTE 24. TEST - ASVAB FORM/VERSION (CHARS 487-488) THESE ARE THE FORM/VERSION NUMBERS FROM THE SCA FILE WHICH WERE USED TO COMPUTE THE SCA SCORES ON THE JAN 79-DEC 88 RECORDS. (NOTE: FORM VERSION DID NOT START BEING REPORTED UNTIL OCT 84 FOR ACCESSIONS AND MAR 86 FOR APPLICANTS SO SCA USED JUST FORM NUMBER FOR THOSE RECORDS. IF A VERSION WAS NEEDED THEY DID NOT SCORE THE RECORD. WE DID NOT PICK UP THE FORM NUMBER FIELD AS THE FORM NUMBER SENT BY DMDC IS THE SAME AS THE FORM NUMBER USED BY SCA.) FOR FORMS 0-7 ADD A LEADING 1 (I.E., 0A = 10A, 1A = 11A, ETC.) AND FOR 9 ADD A LEADING 0 (I.E., 9A = 09A). THERE MAY BE DIFFERENCES BETWEEN WHAT'S IN THIS FIELD & WHAT'S IN CHARS 172-174 BECAUSE ON THE SCA FILE IF THERE WERE DUPS ON SSAN & DATE ACTION WE CHECKED THE FORM AND SUBTEST SCORES. WE FOUND THAT ALL RECORDS THAT MATCHED ON ALL THOSE FIELDS HAD ONE RECORD WITH A VALID FORM/VERSION & THE OTHER RECORD WAS MISSING THE VERSION WHICH WAS NEEDED FOR SCORING. WE ARE PICKING UP SCORES OF THE RECORD WITH THE FORM/VERSION. (NOTE THAT THESE DUPS WERE 1 APPLICANT AND 1 ACCESSION RECORD)

FLD#	NC	SC	EC	DESCRIPTION	FIDO
1	9	1	9	SSAN	*SO-080
2	1	10	10	RECORD IDENTIFIER	MEPS-017
3	4	11	14	DATE - ACTION (NOTE 16)	*YE-011
4	27	15	41	NAME (EFF JAN 89)	*NA-449
5	2	42	43	HOME OF RECORD - CENSUS REGION (COMPUTED BY DMDC) (NOTE 11)	MEPS-005
6	1	44	44	HOME OF RECORD - CENSUS DISTRICT (COMPUTED BY DMDC) (NOTE 11)	MEPS-004
7	5	45	49	HOME OF RECORD - STATE/COUNTY (EFF JAN 89) (NOTES 8 & 11)	CO-815
8	2	50	51	HOME OF RECORD - STATE (NOTE 11)	MEPS-012
9	5	52	56	HOME OF RECORD - ZIP CODE (NOTE 11)	*NA-758
10	1	57	57	SEX	SE-930
11	1	58	58	RACE	RA-080
12	1	59	59	ETHNIC GROUP (NOTE 20)	ET-300
13	1	60	60	RACE/ETHNIC (COMPUTED BY DMDC)	MEPS-016
14	2	61	62	MARITAL STATUS/NUMBER OF DEPENDENTS (NOTES 13 & 20)	MEPS-013
15	6	63	68	DATE - BIRTH (DOB)	*DA-770
16	2	69	70	AGE (COMPUTED BY DMDC)	*YE-026
17	2	71	72	RELIGIOUS DENOMINATION (EFF JAN 89)	RE-400
18	2	73	74	ACADEMIC EDUCATION LEVEL - HIGHEST - YEARS COMPLETED (EFF JAN 89)	*YE-026
19	1	75	75	ACADEMIC EDUCATION LEVEL - HIGHEST (EFF JAN 89) (NOTE 9)	MEPS AC-025
20	21	76	96	PLACE OF BIRTH - CITY (EFF JAN 89) (NOTE 4)	*LITERAL
21	2	97	98	PLACE OF BIRTH - STATE (EFF JAN 89) (NOTE 4)	MEPS-012
22	2	99	100	PLACE OF BIRTH - COUNTRY (EFF JAN 89) (NOTE 4)	COUN-ST
23	2	101	102	TEST - ASVAB SUBTEST SCORE - 01 - GENERAL SCIENCE (GS) (00-25) (NOTE 5)	*RA-910
24	2	103	104	TEST - ASVAB SUBTEST SCORE - 02 - ARITHMETIC REASONING (AR) (00-30) (NOTE 5)	*RA-910
25	2	105	106	TEST - ASVAB SUBTEST SCORE - 03 - WORD KNOWLEDGE (WK) (00-35) (NOTE 5)	*RA-910
26	2	107	108	TEST - ASVAB SUBTEST SCORE - 04 - PARAGRAPH COMPREHENSION (PC) (00-15) (NOTE 5)	*RA-910
27	2	109	110	TEST - ASVAB SUBTEST SCORE - 05 - NUMERICAL OPERATIONS (NO) (00-50) (NOTE 5)	*RA-910
28	2	111	112	TEST - ASVAB SUBTEST SCORE - 06 - CODING SPEED (CS) (00-84) (NOTE 5)	*RA-910
29	2	113	114	TEST - ASVAB SUBTEST SCORE - 07 - AUTO & SHOP INFORMATION (AS) (00-25) (NOTE 5)	*RA-910
30	2	115	116	TEST - ASVAB SUBTEST SCORE - 08 - MATH KNOWLEDGE (MK) (00-25) (NOTE 5)	*RA-910
31	2	117	118	TEST - ASVAB SUBTEST SCORE - 09 - MECH COMPREHENSION (MC) (00-25) (NOTE 5)	*RA-910

FLD#	NC	SC	EC	DESCRIPTION	FIDO
32	2	119	120	TEST - ASVAB SUBTEST SCORE - 10 - ELECTRONIC INFORMATION (EI) (00-20) (NOTE 5)	*RA-910
33	2	121	122	TEST - ASVAB SUBTEST SCORE - 11 - COMBINATION OF WK & PC (VE) (00-50) (NOTE 5)	*RA-910
34	2	123	124	TEST - ASVAB STANDARD SCORE - 01 - GENERAL SCIENCE (GS) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
35	2	125	126	TEST - ASVAB STANDARD SCORE - 02 - ARITHMETIC REASONING (AR) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
36	2	127	128	TEST - ASVAB STANDARD SCORE - 03 - WORD KNOWLEDGE (WK) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
37	2	129	130	TEST - ASVAB STANDARD SCORE - 04 - PARAGRAPH COMPREHENSION (PC) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
38	2	131	132	TEST - ASVAB STANDARD SCORE - 05 - NUMERICAL OPERATIONS (NO) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
39	2	133	134	TEST - ASVAB STANDARD SCORE - 06 - CODING SPEED (CS) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
40	2	135	136	TEST - ASVAB STANDARD SCORE - 07 - AUTO & SHOP INFORMATION (AS) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
41	2	137	138	TEST - ASVAB STANDARD SCORE - 08 - MATH KNOWLEDGE (MK) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
42	2	139	140	TEST - ASVAB STANDARD SCORE - 09 - MECH COMPREHENSION (MC) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
43	2	141	142	TEST - ASVAB STANDARD SCORE - 10 - ELECTRONIC INFORMATION (EI) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
44	2	143	144	TEST - ASVAB STANDARD SCORE - 11 - COMBINATION OF WK & PC (VE) (COMPUTED BY DMDC) (NOTE 5)	*LITERAL
45	3	145	147	TEST - MECHANICAL SUM OF STANDARD SCORE (092-276) (COMPUTED BY DMDC) (EFF JAN 89) (NOTE 5)	*LITERAL
46	3	148	150	TEST - ADMINISTRATIVE SUM OF STANDARD SCORE (062-196)(COMPUTED BY DMDC)(EFF JAN 89)(NOTE 5)	*LITERAL
47	3	151	153	TEST - GENERAL SUM OF STANDARD SCORE (046-128) (COMPUTED BY DMDC) (EFF JAN 89) (NOTE 5)	*LITERAL
48	3	154	156	TEST - ELECTRONIC SUM OF STANDARD SCORE (098-272) (COMPUTED BY DMDC) (EFF JAN 89) (NOTE 5)	*LITERAL
49	3	157	159	TEST - MECHANICAL SCORE (COMPUTED BY DMDC) (EFF JAN 89) (NOTES 5 & 14)	*PE-600
50	3	160	162	TEST - ADMINISTRATIVE SCORE (COMPUTED BY DMDC) (EFF JAN 89) (NOTES 5 & 14)	*PE-600
51	3	163	165	TEST - GENERAL SCORE (COMPUTED BY DMDC) (EFF JAN 89) (NOTES 5 & 14)	*PE-600
52	3	166	168	TEST - ELECTRONIC SCORE (COMPUTED BY DMDC) (EFF JAN 89) (NOTES 5 & 14)	*PE-600
53	3	169	171	TEST - AFQT SUM OF SCORES - APT HISTORY - 01ST (COMPUTED BY DMDC)(EFF JAN 89)(NOTES 5 & 18)	*LITERAL
54	3	172	174	TEST - ASVAB FORM/VERSION NUMBER - APT HISTORY - 01ST (NOTES 5, 12 & 18)	*LITERAL
55	2	175	176	TEST - AFQT SCORE - APT HISTORY - 01ST (NOTES 5, 14, 15 & 18)	*PE-600
56	1	177	177	TEST - AFQT SCORE GROUP - APT HISTORY - 01ST (COMPUTED BY DMDC) (NOTES 5 & 18)	MEPS-002
57	3	178	180	TEST - DIFFERENCE AFQT (DAFQT) - APT HISTORY - 01ST (EFF JAN 89) (NOTES 1, 5 & 18)	*LITERAL
58	6	181	186	TEST - MEPS (AFEES) SITE NUMBER - APT HISTORY - 01ST (EFF JAN 89) (NOTE 18)	*LITERAL
59	6	187	192	TEST - ASVAB DATE OF TEST - APT HISTORY - 01ST (EFF NOV 84) (NOTES 5 & 18)	*DA-770
60	1	193	193	RESERVED	*LITERALS
61	1	194	194	TEST - APTITUDE CODE - APT HISTORY - 01ST (EFF JAN 89) (NOTES 5 & 18)	MEPS-023
62	1	195	195	TEST - APTITUDE STATUS - APT HISTORY - 01ST (EFF JAN 89) (NOTES 5, 10 & 18)	MEPS-010
63	2	196	197	RESERVED	*LITERALS
64	3	198	200	TEST - ASVAB FORM/VERSION NUMBER - APT HISTORY - 02ND (EFF JAN 89) (NOTES 5 & 18)	*LITERAL
65	2	201	202	TEST - AFQT SCORE - APT HISTORY - 02ND (EFF JAN 89) (NOTES 5 & 18)	*PE-600
66	1	203	203	TEST - AFQT SCORE GROUP - APT HISTORY - 02ND (COMPUTED BY DMDC) (EFF JAN 89) (NOTES 5 & 18)	MEPS-002
67	3	204	206	TEST - DIFFERENCE AFQT (DAFQT) - APT HISTORY - 02ND (EFF JAN 89) (NOTES 1, 5 & 18)	*LITERAL
68	6	207	212	TEST - MEPS (AFEES) SITE NUMBER - APT HISTORY - 02ND (EFF JAN 89) (NOTE 18)	*LITERAL
69	6	213	218	TEST - ASVAB DATE OF TEST - APT HISTORY - 02ND (EFF JAN 89) (NOTES 5 & 18)	*DA-770
70	1	219	219	RESERVED	*LITERALS
71	1	220	220	TEST - APTITUDE CODE - APT HISTORY - 02ND (EFF JAN 89) (NOTES 5 & 18)	MEPS-023
72	1	221	221	TEST - APTITUDE STATUS - APT HISTORY - 02ND (EFF JAN 89) (NOTES 5, 10 & 18)	MEPS-010
73	2	222	223	RESERVED	*LITERALS
74	3	224	226	TEST - ASVAB FORM/VERSION NUMBER - APT HISTORY - 03RD (EFF JAN 89) (NOTES 5 & 18)	*LITERAL
75	2	227	228	TEST - AFQT SCORE - APT HISTORY - 03RD (EFF JAN 89) (NOTES 5 & 18)	*PE-600
76	1	229	229	TEST - AFQT SCORE GROUP - APT HISTORY - 03RD (COMPUTED BY DMDC) (EFF JAN 89) (NOTES 5 & 18)	MEPS-002
77	3	230	232	TEST - DIFFERENCE AFQT (DAFQT) - APT HISTORY - 03RD (EFF JAN 89) (NOTES 1, 5 & 18)	*LITERAL
78	6	233	238	TEST - MEPS (AFEES) SITE NUMBER - APT HISTORY - 03RD (EFF JAN 89) (NOTE 18)	*LITERAL
79	6	239	244	TEST - ASVAB DATE OF TEST - APT HISTORY - 03RD (EFF JAN 89) (NOTES 5 & 18)	*DA-770
80	1	245	245	RESERVED	*LITERALS
81	1	246	246	TEST - APTITUDE CODE - APT HISTORY - 03RD (EFF JAN 89) (NOTES 5 & 18)	MEPS-023
82	1	247	247	TEST - APTITUDE STATUS - APT HISTORY - 03RD (EFF JAN 89) (NOTES 5, 10 & 18)	MEPS-010
83	2	248	249	RESERVED	*LITERALS
84	3	250	252	TEST - ASVAB FORM/VERSION NUMBER - APT HISTORY - 04TH (EFF JAN 89) (NOTES 5 & 18)	*LITERAL
85	2	253	254	TEST - AFQT SCORE - APT HISTORY - 04TH (EFF JAN 89) (NOTES 5 & 18)	*PE-600

F D#	NC	SC	EC	DESCRIPTION	FIDO
86	1	255	255	TEST - AFQT SCORE GROUP - APT HISTORY - 04TH (COMPUTED BY DMDC) (EFF JAN 89) (NOTES 5 & 18)	MEPS-002
87	3	256	258	TEST - DIFFERENCE AFQT (DAFQT) - APT HISTORY - 04TH (EFF JAN 89) (NOTES 1, 5 & 18)	*LITERAL
88	6	259	264	TEST - MEPS (AFEES) SITE NUMBER - APT HISTORY - 04TH (EFF JAN 89) (NOTE 18)	*LITERAL
89	6	265	270	TEST - ASVAB DATE OF TEST - APT HISTORY - 04TH (EFF JAN 89) (NOTES 5 & 18)	*DA-770
90	1	271	271	RESERVED	*LITERALS
91	1	272	272	TEST - APTITUDE CODE - APT HISTORY - 04TH (EFF JAN 89) (NOTES 5 & 18)	MEPS-023
92	1	273	273	TEST - APTITUDE STATUS - APT HISTORY - 04TH (EFF JAN 89) (NOTES 5, 10 & 18)	MEPS-010
93	2	274	275	RESERVED	*LITERALS
94	1	276	276	TEST - 01ST - SPECIAL - TEST TYPE (EFF JAN 89)	MEPS-025
95	8	277	284	TEST - 01ST - SPECIAL - SCORE (EFF JAN 89) (NOTE 2)	*LITERAL
96	6	285	290	TEST - 01ST - SPECIAL - DATE OF TEST (EFF JAN 89)	*DA-770
97	2	291	292	RESERVED	*LITERALS
98	1	293	293	TEST - 02ND - SPECIAL - TEST TYPE (EFF JAN 89)	MEPS-025
99	8	294	301	TEST - 02ND - SPECIAL - SCORE (EFF JAN 89) (NOTE 2)	*LITERAL
100	6	302	307	TEST - 02ND - SPECIAL - DATE OF TEST (EFF JAN 89)	*DA-770
101	2	308	309	RESERVED	*LITERALS
102	1	310	310	TEST - 03RD - SPECIAL - TEST TYPE (EFF JAN 89)	MEPS-025
103	8	311	318	TEST - 03RD - SPECIAL - SCORE (EFF JAN 89) (NOTE 2)	*LITERAL
104	6	319	324	TEST - 03RD - SPECIAL - DATE OF TEST (EFF JAN 89)	*DA-770
105	2	325	326	RESERVED	*LITERALS
106	1	327	327	LANGUAGE INDICATOR (EFF JAN 89) (NOTE 7)	TSO DE-716
107	2	328	329	LANGUAGE - 01ST - IDENTITY (EFF JAN 89)	LA-510
108	2	330	331	LANGUAGE - 02ND - IDENTITY (EFF JAN 89)	LA-510
109	2	332	333	LANGUAGE - 03RD - IDENTITY (EFF JAN 89)	LA-510
110	2	334	335	LANGUAGE - 04TH - IDENTITY (EFF JAN 89)	LA-510
111	2	336	337	LANGUAGE - 05TH - IDENTITY (EFF JAN 89)	LA-510
112	1	338	338	PHYSICAL PROFILE - PHYSICAL STAMINA (EFF JAN 89)	PH-960
113	1	339	339	PHYSICAL PROFILE - PHYSICAL STAMINA - MODIFIER (EFF JAN 89) (NOTE 3)	PH-970
114	1	340	340	PHYSICAL PROFILE - UPPER EXTREMITIES (EFF JAN 89)	PH-960
115	1	341	341	PHYSICAL PROFILE - UPPER EXTREMITIES - MODIFIER (EFF JAN 89) (NOTE 3)	PH-970
116	1	342	342	PHYSICAL PROFILE - LOWER EXTREMITIES (EFF JAN 89)	PH-960
117	1	343	343	PHYSICAL PROFILE - LOWER EXTREMITIES - MODIFIER (EFF JAN 89) (NOTE 3)	PH-970
118	1	344	344	PHYSICAL PROFILE - HEARING (EFF JAN 89)	PH-960
119	1	345	345	PHYSICAL PROFILE - HEARING - MODIFIER (EFF JAN 89) (NOTE 3)	PH-970
120	1	346	346	PHYSICAL PROFILE - EYES (EFF JAN 89)	PH-960
121	1	347	347	PHYSICAL PROFILE - EYES - MODIFIER (EFF JAN 89) (NOTE 3)	PH-970
122	1	348	348	PHYSICAL PROFILE - S (PSYCHIATRIC) (EFF JAN 89)	PH-960
123	1	349	349	PHYSICAL PROFILE - S (PSYCHIATRIC) - MODIFIER (EFF JAN 89) (NOTE 3)	PH-970
124	3	350	352	WEIGHT	*WE-320
125	5	353	357	HEIGHT (NOTE 17)	*HE-310
126	3	358	360	BLOOD PRESSURE - SYSTOLIC (001-255)	*LITERALS
127	3	361	363	BLOOD PRESSURE - DIASTOLIC (001-255)	*LITERALS
128	2	364	365	MEDICAL FAILURE CODE - PRIMARY DISQUALIFICATION (NOTE 20)	MEPS-014
129	2	366	367	MEDICAL FAILURE CODE - 02ND DISQUALIFICATION	MEPS-014
130	2	368	369	MEDICAL FAILURE CODE - 03RD DISQUALIFICATION	MEPS-014
131	2	370	371	MEDICAL FAILURE CODE - 04TH DISQUALIFICATION (EFF JAN 89)	MEPS-014
132	2	372	373	SERVICE OF ACCESSION	MEPS-018
133	6	374	379	DATE - ENTRY (NOTE 6)	*DA-770
134	1	380	380	PRIOR SERVICE - CODE	MEPS-015
135	1	381	381	ENTRY STATUS	MEPS-008
136	1	382	382	WAIVER - CODE (NOTE 19)	MEPS-021
137	1	383	383	WAIVER - MORAL - REASON FOR WAIVER (NOTE 19)	MEPS-026
138	1	384	384	WAIVER - APPROVAL LEVEL (NOTE 19)	MEPS-020
139	1	385	385	EXAMINATION STATUS	MEPS-010

FLD#	NC	SC	EC	DESCRIPTION	FIDO
140	1	386	386	TERM OF ENLISTMENT (TOE)	MEPS TE-660
141	2	387	388	GRADE - PAY - ENTRY	MEPS-007
142	5	389	393	PROGRAM ENLISTED FOR	*LITERAL
143	2	394	395	MEPS (AFEES) STATION NUMBER	MEPS-001
144	1	396	396	ENLISTMENT OPTION (NOTE 19)	MEPS-003
145	1	397	397	BONUS OPTION (NOTE 19)	MEPS-006
146	1	398	398	YOUTH PROGRAM ATTENDED (NOTE 19)	MEPS-027
147	1	399	399	YOUTH PROGRAM SPONSORING SERVICE (NOTE 19)	MEPS-028
148	1	400	400	YOUTH PROGRAM YEARS ATTENDED (EFF JAN 89)	*YE-026
149	2	401	402	ACADEMIC EDUCATION LEVEL - HIGHEST - YEARS COMPLETED (EFF JAN 79-DEC 88)	MEPS-011
150	2	403	404	TEST ASVAB SUBTEST SCORE - 12 (NOTE 5)	*RA-910
151	2	405	406	TEST - ASVAB SUBTEST SCORE - 13 (NOTE 5)	*RA-910
152	2	407	408	TEST - ASVAB SUBTEST SCORE - 14 (NOTE 5)	*RA-910
153	2	409	410	TEST - ASVAB SUBTEST SCORE - 15 (NOTE 5)	*RA-910
154	2	411	412	TEST - ASVAB SUBTEST SCORE - 16 (NOTE 5)	*RA-910
155	3	413	415	HOME OF RECORD - COUNTY (EFF JAN 79-DEC 88)	*LITERAL
156	1	416	416	RESERVED	*LITERALS
157	3	417	419	TEST - ASVAB STANDARD SCORE - 01 - GENERAL SCIENCE (GS) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
158	3	420	422	TEST - ASVAB STANDARD SCORE - 02 - ARITHMETIC REASONING (AR) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
159	3	423	425	TEST - ASVAB STANDARD SCORE - 03 - WORD KNOWLEDGE (WK) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
160	3	426	428	TEST - ASVAB STANDARD SCORE - 04 - PARAGRAPH COMPREHENSION (PC) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
161	3	429	431	TEST - ASVAB STANDARD SCORE - 05 - NUMERICAL OPERATIONS (NO) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
162	3	432	434	TEST - ASVAB STANDARD SCORE - 06 - CODING SPEED (CS) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
163	3	435	437	TEST - ASVAB STANDARD SCORE - 07 - AUTO & SHOP INFORMATION (AS) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
164	3	438	440	TEST - ASVAB STANDARD SCORE - 08 - MATH KNOWLEDGE (MK) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
165	3	441	443	TEST - ASVAB STANDARD SCORE - 09 - MECH COMPREHENSION (MC) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
166	3	444	446	TEST - ASVAB STANDARD SCORE - 10 - ELECTRONIC INFORMATION (EI) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
167	3	447	449	TEST - ASVAB STANDARD SCORE - 11 - COMBINATION OF WK & PC (VE) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
168	3	450	452	TEST - MECHANICAL SUM OF STANDARD SCORE (092-276) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
169	3	453	455	TEST - ADMINISTRATIVE SUM OF STANDARD SCORE (062-196) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
170	3	456	458	TEST - GENERAL SUM OF STANDARD SCORE (046-128) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
171	3	459	461	TEST - ELECTRONIC SUM OF STANDARD SCORE (098-272) (COMPUTED BY HRL) (NOTE 21)	*LITERAL
172	4	462	465	TEST - AFQT SUM OF SCORES (000.0-105.0) (COMPUTED BY HRL) (NOTES 21 & 22)	*LITERAL
173	3	466	468	TEST - AFQT SUM OF SCORES - NEW (095-258) (COMPUTED BY HRL) (NOTES 21 & 23)	*LITERAL
174	3	469	471	TEST - MECHANICAL SCORE (COMPUTED BY HRL) (NOTE 21)	*PE-600
175	3	472	474	TEST - ADMINISTRATIVE SCORE (COMPUTED BY HRL) (NOTE 21)	*PE-600
176	3	475	477	TEST - GENERAL SCORE (COMPUTED BY HRL) (NOTE 21)	*PE-600
177	3	478	480	TEST - ELECTRONIC SCORE (COMPUTED BY HRL) (NOTE 21)	*PE-600
178	3	481	483	TEST - AFQT SCORE (COMPUTED BY HRL) (NOTE 21)	*PE-600
179	3	484	486	TEST - AFQT SCORE - NEW (COMPUTED BY HRL) (NOTES 21 & 23)	*PE-600
180	2	487	488	TEST - ASVAB FORM/VERSION (NOTE 24)	*LITERAL
181	4	489	492	RESERVED	*LITERALS

NOTE 1: X FACTOR (CHAR 266) IS USED TO DETERMINE AN INDIVIDUAL'S ABILITY TO LIFT HEAVY WEIGHTS ABOVE HIS/HER HEAD. THIS DATA IS USED TO SELECT INDIVIDUALS FOR AFSC'S IN WHICH THIS TYPE OF LIFTING IS REQUIRED (I.E., FLIGHT LINE AFSC'S).

NOTE 2: IF DISPOSITION CODE (CHARS 53-54) WAS LEFT BLANK, THE MPC SYSTEM GENERATES AN RB (HOLD RECORD). THE DISPOSITION NARRATIVE IS CLEAR TEXT ABOUT THE APPLICANT. IT IS INTENDED TO EXPLAIN THE DISPOSITION CODE OR IDENTIFY THE SUSPENSE AREA. IF LEFT BLANK, THE MPC SYSTEM WILL GENERATE THE APPROPRIATE NARRATIVE BASED ON THE DISPOSITION CODE.

NOTE 3: THERE ARE 7 TESTS (CHARS 430-469 AND 1283-1298) THAT ARE REQUIRED FOR SOME CAREER FIELDS:

ANALYSIS APTITUDE TEST	(AAT)	
AF DENTAL APTITUDE TEST	(AFDAT)	
AUDITORY PERCEPTION	(AP)	(SAME AS ROA)
DEFENSE LANGUAGE APTITUDE BATTERY	(DLAB)	
ELECTRONIC DATA PROCESSING TEST	(EDPT)	
RADIO COMMUNICATIONS APTITUDE TEST	(RCAT)	(SAME AS AAT)
RADIO OPERATOR ANALYSIS	(ROA)	

TEST	AFSC FOR WHICH REQUIRED	RANGE	MINIMUM QUALIFYING SCORE
AAT/RCAT	20230	000-022	015
AFDAT	98230	000-198	150
DLAB	20830	012-164	095
EDPT	49131/49132	000-128	057/071
ROA/AP	UNKNOWN	UNKNOWN	UNKNOWN

NOTE - ROA WAS EFFECTIVE THRU DEC 87.

NOTE 4: TEST - ASVAB SUBTEST SCORES - 01-10 (CHARS 390-409). THIS DATA IS NOT BEING REPORTED YET, AND MPC IS NOT SURE WHEN IT WILL BECOME AVAILABLE.

NOTE 5: OPTIMAL INDICATORS (CHARS 594-596 & 852-899). THE VALID RANGE IS 000-100. 100 IS THE BEST, AND 000 IS THE WORST.

NOTE 6: PREFERENCE FIELDS - M,A,G,E (CHARS 507-510). THE RANGE FOR THESE FIELDS IS 0-9, WHERE 0 IS THE AREA LEAST PREFERRED, AND 9 IS THE AREA MOST PREFERRED. NO DIGIT SHOULD BE DUPLICATED IN ANY RECORD WHEN LOOKING AT THESE FOUR FIELDS TOGETHER (E.G., 0000, 9999, 1226, 3397, ETC. ARE ALL INVALID).

NOTE 7: RECORD IDENTIFIER (CHARS 1-3):

N01 - PJM ENTER OPPORTUNITY (OPPORTUNITY WILL BE RUN)
N02 - EXIT PJM WITHOUT RESERVATION OF OPPORTUNITY
N03 - EXIT PJM WITH RESERVATION OF OPPORTUNITY
N10 - SAME AS N03, BUT WITH VOICE INFORMATION (EFF ??)

EFF 23 MAY 88 THE PROMIS PROGRAM HAS BEEN WORKING PROPERLY. IT IS

Figure A-4. PACE-PROMIS-Personnel (Jan. 87-PRES)

NOW ABLE TO GENERATE AN NO2 OR NO3 RECORD FOR NEARLY EVERY NO1 RECORD ON THE FILE. IN MOST CASES, NO1S WILL EQUAL (NO2S + NO3S).

NOTE 8: VOCATIONAL INTEREST FOR CAREER ENHANCEMENT (VOICE) (CHARS 512-523): THIS DATA IS NOT BEING REPORTED, AND MPC IS NOT SURE WHEN IT WILL BECOME AVAILABLE.

NOTE 9: PJM - NUMBER TO DATE/NUMBER TODAY (CHARS 624-627): FROM JAN 87 THRU APPROXIMATELY NOV 87 THE UPDATE FOR THIS FILE WAS RUN AT LEAST DAILY. FOR UNKNOWN REASONS, IT SEEMED TO ACCUMULATE NUMBER OF PJMS TODAY WHILE WIPING OUT NUMBER OF PJMS TO DATE.

NOTE 10: PJM - O1-16 - AVAILABILITY NUMBER (CHARS 900-963): THIS REPRESENTS THE NUMBER OF JOBS AVAILABLE, SYSTEM WIDE, FOR A SPECIFIC AFSC AT THE TIME AN OPPORTUNITY IS RUN. AN ADMINISTRATIVE AFSC, FOR EXAMPLE, WOULD MOST LIKELY HAVE A HIGH NUMBER OF JOBS AVAILABLE, WHILE AN EDPT AFSC MIGHT HAVE A RELATIVELY LOW NUMBER OF JOBS AVAILABLE.

NOTE 11: HEIGHT (CHARS 251-254) WAS REPORTED AS 4 CHARS JAN 87-7 FEB 88 AND AS 2 CHARS FOLLOWED BY 2 BLANKS 8 FEB 88-PRESENT.

NOTE 12: WEIGHT (CHARS 255-259) WAS REPORTED AS 5 CHARS JAN 87-7 FEB 88 AND AS 3 CHARS FOLLOWED BY 2 BLANKS 8 FEB 88-PRESENT.

NOTE 13: FROM 1 JAN 87-7 FEB 88 TWO SSAN FIELDS (CHARS 16-24 AND 131-139) WERE REPORTED CONTAINING IDENTICAL INFORMATION. EFFECTIVE 8 FEB 88, ONLY ONE SSAN FIELD (CHARS 16-24) IS REPORTED.

NOTE 14: DATE - CHANGE - COMMON JOB (CHARS 476-481): EFF 8 FEB 88 THRU PRESENT - A REPAIR TO THE PROMIS PROGRAM NOW UPDATES THIS FIELD PROPERLY. THE RECORDS WE RECEIVE ARE THOSE THAT ARE BEING UPDATED IN ONE WAY OR ANOTHER. EACH UPDATE IS CALLED A TRANSACTION, AND A RECORD THAT IS HAVING JOB DATA UPDATED WILL HAVE THIS DATE FIELD UPDATED. NEARLY ALL TRANSACTIONS WILL BE UPDATING JOB DATA, THEREFORE NEARLY ALL DATES IN THIS FIELD WILL BE IDENTICAL TO TRANSACTION DATE.

NOTE 15: TEST - AFQT SCORE - COMMON TEST (CHARS 418-419): EFFECTIVE 1 JAN 89 THE SCORING COMPUTATION FOR THE AFQT CHANGED. ANY TESTS SCORED EARLIER THAN 1 JAN 89 WILL USE THE OLD COMPUTATION. ON FILES CONTAINING 'TEST - ASVAB DATE OF TEST', IT CAN BE USED TO DETERMINE WHEN THE AFQT WAS SCORED.

NOTE 16: DATE - SUBM: DUE TO A PROCESSING ERROR, 9005 WAS USED FOR BOTH MAY 90 AND JUN 90.

NOTE 17: TEST - ASVAB FORM/VERSION NUMBER - COMMON TEST (CHARS 1274-1276): ASVAB FORM/VERSIONS O1C & O2C ARE COMPUTER ADAPTIVE TESTS (IOT&E) BEING ADMINISTERED BY 6 MILITARY ENTRANCE PROCESSING STATIONS. BEGINNING WITH SAN DIEGO, THEY WILL BE USED FOR 1 1/2 YEARS. THESE CAN BE COMPUTED USING THE 8A SCORING TABLES EXCEPT FOR WOMEN. THEY NEED AN ADJUSTMENT. SEE JAMES EARLES OR DR. VALENTINE, AFHRL/MOA.

FLD#	NC	SC	EC	DESCRIPTION	FIDO
1	3	1	3	RECORD IDENTIFIER (NOTE 7)	*LITERALS
2	6	4	9	DATE - TRANSACTION	*DA-770
3	4	10	13	TIME - TRANSACTION (HOUR/MINUTE)	*TI-460
4	2	14	15	TIME - TRANSACTION (SECOND)	*TI-460
5	9	16	24	SSAN - COMMON HISTORY (NOTE 13)	*SO-080
6	27	25	51	NAME - COMMON HISTORY	*NA-449
7	1	52	52	SEX - COMMON HISTORY	SE-930
8	2	53	54	DISPOSITION CODE - COMMON HISTORY (NOTE 2)	ATC DI-001
9	25	55	79	DISPOSITION NARRATIVE - COMMON HISTORY (NOTE 2)	*LITERALS
10	6	80	85	DATE - PROCESSING - PROJECTED - COMMON HISTORY	*DA-770
11	1	86	86	RACE - COMMON HISTORY	RA-080
12	1	87	87	ETHNIC GROUP - COMMON HISTORY	ET-300
13	1	88	88	RECORD STATUS - SUSPENSE - COMMON HISTORY	TSO DE-716
14	6	89	94	DATE - ENLISTMENT (DOE) - PROJECTED - COMMON RESERVATION	*DA-770
15	6	95	100	RESERVED	*LITERALS
16	6	101	106	DATE - ENLISTMENT (DOE) - EXTENDED - COMMON RESERVATION	*DA-770
17	6	107	112	DATE - CLASS START - PROJECTED - COMMON RESERVATION	*DA-770
18	5	113	117	AFSC - RESERVATION - NUMBER - COMMON RESERVATION	AFSC-AMN-DC
19	4	118	121	RESERVED	*LITERALS
20	6	122	127	DATE - DELAYED ENLISTMENT PROGRAM (DEP) ENTRY - COMMON RESERVATION	*DA-770
21	1	128	128	TEST - AFQT SCORE GROUP - COMMON TEST	AR-470
22	1	129	129	ACADEMIC EDUCATION LEVEL - HIGHEST - COMMON EDUCATION	AC-025
23	1	130	130	DELAYED ENLISTMENT PROGRAM (DEP) ELIGIBILITY INDICATOR - COMMON JOB	TSO DE-716
24	9	131	139	SSAN - COMMON HISTORY (EFF JAN 87-7 FEB 88) (NOTE 13)	*SO-080
25	3	140	142	TYPE - COMMON HISTORY	*LITERAL
26	8	143	150	RECORD STATUS - COMMON HISTORY (MPC USE)	*LITERAL
27	6	151	156	DATE - CREATION - COMMON HISTORY	*DA-770
28	6	157	162	DATE - CHANGE - COMMON HISTORY	*DA-770
29	2	163	164	MEPS (AFEES) STATION NUMBER - COMMON HISTORY	ATC AR-460
30	7	165	171	RECRUITER IDENTIFICATION CODE (RIC) - COMMON HISTORY	*SE-640
31	1	172	172	CITIZENSHIP STATUS - COMMON HISTORY	CI-760
32	6	173	178	DATE - BIRTH (DOB) - COMMON HISTORY	*DA-770
33	2	179	180	PLACE OF BIRTH - COUNTRY/STATE - COMMON HISTORY	COUN-ST
34	2	181	182	RELIGIOUS DENOMINATION - COMMON HISTORY	RE-400
35	2	183	184	LANGUAGE - BEST - IDENTITY - COMMON HISTORY	LA-510
36	5	185	189	STATE/COUNTY ENLISTED FROM - COMMON HISTORY	CO-815
37	5	190	194	ZIP CODE - COMMON HISTORY	*NA-758
38	4	195	198	ZIP CODE SUFFIX - COMMON HISTORY	*NA-758
39	4	199	202	HOME OF RECORD - CITY - COMMON HISTORY	*GE-611
40	1	203	203	MARITAL STATUS - COMMON HISTORY	MA-660
41	1	204	204	DEPENDENTS - NUMBER OF ADULTS - COMMON HISTORY	*DE-598
42	1	205	205	DEPENDENTS - NUMBER OF CHILDREN - COMMON HISTORY	*DE-598
43	1	206	206	MILITARY SPOUSE INDICATOR - COMMON HISTORY	TSO DE-716
44	9	207	215	SSAN - MILITARY SPOUSE - COMMON HISTORY	*SO-080
45	1	216	216	WAIVER - TYPE GRANTED - 01ST - COMMON HISTORY	ATC WG-010
46	1	217	217	WAIVER - MORAL - REASON FOR WAIVER - 01ST - COMMON HISTORY	ATC WG-020
47	1	218	218	WAIVER - APPROVAL LEVEL - 01ST - COMMON HISTORY	ATC WG-030
48	1	219	219	WAIVER - TYPE GRANTED - 02ND - COMMON HISTORY	ATC WG-010
49	1	220	220	WAIVER - MORAL - REASON FOR WAIVER - 02ND - COMMON HISTORY	ATC WG-020
50	1	221	221	WAIVER - APPROVAL LEVEL - 02ND - COMMON HISTORY	ATC WG-030
51	9	222	230	RESERVED	*LITERALS
52	6	231	236	DATE - CREATION - COMMON PHYSICAL	*DA-770
53	6	237	242	DATE - CHANGE - COMMON PHYSICAL	*DA-770

FLD#	NC	SC	EC	DESCRIPTION	FIDO
54	6	243	248	DATE - PHYSICAL - COMMON PHYSICAL	*DA-770
55	1	249	249	PHYSICAL EXAMINATION TYPE - COMMON PHYSICAL	OTS OT-006
56	1	250	250	PHYSICAL EXAMINATION LOCATION - COMMON PHYSICAL	OTS OT-033
57	4	251	254	HEIGHT - COMMON PHYSICAL (NOTE 11)	*HE-310
58	5	255	259	WEIGHT - COMMON PHYSICAL (NOTE 12)	*WE-320
59	1	260	260	PHYSICAL PROFILE - PHYSICAL STAMINA - COMMON PHYSICAL	PH-960
60	1	261	261	PHYSICAL PROFILE - UPPER EXTREMITIES - COMMON PHYSICAL	PH-960
61	1	262	262	PHYSICAL PROFILE - LOWER EXTREMITIES - COMMON PHYSICAL	PH-960
62	1	263	263	PHYSICAL PROFILE - HEARING - COMMON PHYSICAL	PH-960
63	1	264	264	PHYSICAL PROFILE - EYES - COMMON PHYSICAL	PH-960
64	1	265	265	PHYSICAL PROFILE - S (PSYCHIATRIC) - COMMON PHYSICAL	PH-960
65	1	266	266	PHYSICAL PROFILE - MEPS (AFEES) X FACTOR - COMMON PHYSICAL (NOTE 1)	OTS OT-020
66	3	267	269	VISION - UNCORRECTED - LEFT - COMMON PHYSICAL	*LITERAL
67	3	270	272	VISION - UNCORRECTED - RIGHT - COMMON PHYSICAL	*LITERAL
68	3	273	275	VISION - CORRECTED - LEFT - COMMON PHYSICAL	*LITERAL
69	3	276	278	VISION - CORRECTED - RIGHT - COMMON PHYSICAL	*LITERAL
70	1	279	279	PHYSICAL PREREQUISITES - DEPTH PERCEPTION - COMMON PHYSICAL	TSO DE-716
71	1	280	280	PHYSICAL PREREQUISITES - COLOR VISION - COMMON PHYSICAL (1=PASS, 2=FAIL)	*LITERALS
72	1	281	281	PHYSICAL PREREQUISITES - UNRESTRICTED USE OF FINGERS - COMMON PHYSICAL	TSO DE-716
73	1	282	282	PHYSICAL PREREQUISITES - SPEECH IMPEDIMENT - COMMON PHYSICAL	TSO DE-716
74	1	283	283	PHYSICAL PREREQUISITES - ACROPHOBIA - COMMON PHYSICAL	TSO DE-716
75	6	284	289	DATE - CREATION - COMMON SECURITY	*DA-770
76	6	290	295	DATE - CHANGE - COMMON SECURITY	*DA-770
77	1	296	296	SECURITY INVESTIGATION TYPE - COMMON SECURITY	TY-650
78	6	297	302	DATE - SECURITY CLEARANCE - COMMON SECURITY	*DA-770
79	1	303	303	SECURITY CLEARANCE - COMMON SECURITY	PE-670
80	6	304	309	DATE - SECURITY INVESTIGATION COMPLETED - COMMON SECURITY	*DA-770
81	3	310	312	ACCESSION DESIGNATION NUMBER (ADN) - COMMON RESERVATION	TRA-ID-AMN
82	2	313	314	RESERVED	*LITERALS
83	6	315	320	DATE - RESERVATION - COMMON RESERVATION	*DA-770
84	4	321	324	TIME - RESERVATION - COMMON RESERVATION	*TI-460
85	13	325	337	RESERVED	*LITERALS
86	6	338	343	DATE - CANCELLED - COMMON RESERVATION	*DA-770
87	4	344	347	TIME - CANCELLED - COMMON RESERVATION	*TI-460
88	2	348	349	CANCELLED COUNTER - COMMON RESERVATION	*LITERAL
89	6	350	355	DATE - CREATION - COMMON EDUCATION	*DA-770
90	6	356	361	DATE - CHANGE - COMMON EDUCATION	*DA-770
91	4	362	365	DATE - HIGH SCHOOL GRADUATION - COMMON EDUCATION	*YE-011
92	1	366	366	HIGH SCHOOL ACCREDITATION - COMMON EDUCATION	TSO DE-716
93	1	367	367	HIGH SCHOOL PREREQUISITES - ALGEBRA - COMMON EDUCATION	TSO DE-716
94	1	368	368	HIGH SCHOOL PREREQUISITES - TRIGONOMETRY - COMMON EDUCATION	TSO DE-716
95	1	369	369	HIGH SCHOOL PREREQUISITES - GEOMETRY - COMMON EDUCATION	TSO DE-716
96	1	370	370	MISCELLANEOUS CLASS PREREQUISITES - TYPING (20 WPM OR MORE) - COMMON EDUCATION	TSO DE-716
97	1	371	371	HIGH SCHOOL PREREQUISITES - ENGLISH/GRAMMAR - COMMON EDUCATION	TSO DE-716
98	1	372	372	HIGH SCHOOL PREREQUISITES - BIOLOGY - COMMON EDUCATION	TSO DE-716
99	1	373	373	HIGH SCHOOL PREREQUISITES - PHYSICS - COMMON EDUCATION	TSO DE-716
100	1	374	374	HIGH SCHOOL PREREQUISITES - CHEMISTRY - COMMON EDUCATION	TSO DE-716
101	1	375	375	MISCELLANEOUS CLASS PREREQUISITES - DRIVERS LICENSE - COMMON EDUCATION	TSO DE-716
102	1	376	376	JUNIOR ROTC/CIVIL AIR PATROL PROGRESSION LEVEL - COMMON EDUCATION	JU-500
103	1	377	377	PEACE CORPS - COMMON EDUCATION	TSO DE-716
104	6	378	383	DATE - CREATION - COMMON TEST	*DA-770
105	6	384	389	DATE - CHANGE - COMMON TEST	*DA-770
106	2	390	391	TEST - ASVAB SUBTEST SCORE - 01 - GENERAL SCIENCE (GS) - COMMON TEST (00-25) (NOTE 4)	*RA-910
107	2	392	393	TEST - ASVAB SUBTEST SCORE - 02 - ARITHMETIC REASONING (AR) - COMMON TEST (00-30) (NOTE 4)	*RA-910

FLD#	NC	SC	EC	DESCRIPTION	FIDO
108	2	394	395	TEST - ASVAB SUBTEST SCORE - 03 - WORD KNOWLEDGE (WK) - COMMON TEST (00-35) (NOTE 4)	*RA-910
109	2	396	397	TEST - ASVAB SUBTEST SCORE - 04 - PARAGRAPH COMPREHENSION (PC) - COMMON TEST (00-15) (NOTE 4)	*RA-910
110	2	398	399	TEST - ASVAB SUBTEST SCORE - 05 - NUMERICAL OPERATIONS (NO) - COMMON TEST (00-50) (NOTE 4)	*RA-910
111	2	400	401	TEST - ASVAB SUBTEST SCORE - 06 - CODING SPEED (CS) - COMMON TEST (00-84) (NOTE 4)	*RA-910
112	2	402	403	TEST - ASVAB SUBTEST SCORE - 07 - AUTO & SHOP INFORMATION (AS) - COMMON TEST (00-25) (NOTE 4)	*RA-910
113	2	404	405	TEST - ASVAB SUBTEST SCORE - 08 - MATH KNOWLEDGE (MK) - COMMON TEST (00-25) (NOTE 4)	*RA-910
114	2	406	407	TEST - ASVAB SUBTEST SCORE - 09 - MECH COMPREHENSION (MC) - COMMON TEST (00-25) (NOTE 4)	*RA-910
115	2	408	409	TEST - ASVAB SUBTEST SCORE - 10 - ELECTRONIC INFORMATION (EI) - COMMON TEST (00-20) (NOTE 4)	*RA-910
116	2	410	411	TEST - MECHANICAL SCORE - COMMON TEST	*PE-600
117	2	412	413	TEST - ADMINISTRATIVE SCORE - COMMON TEST	*PE-600
118	2	414	415	TEST - GENERAL SCORE - COMMON TEST	*PE-600
119	2	416	417	TEST - ELECTRONIC SCORE - COMMON TEST	*PE-600
120	2	418	419	TEST - AFQT SCORE - COMMON TEST (NOTE 15)	*PE-600
121	1	420	420	TEST - ASVAB FORM NUMBER - COMMON TEST (EFF JAN 87-7 FEB 88)	AI-733
122	6	421	426	TEST - ASVAB DATE OF TEST - COMMON TEST	*DA-770
123	3	427	429	TEST - MAGE COMPOSITE SCORE - COMMON TEST	*LITERAL
124	5	430	434	TEST - ANALYSIS APTITUDE (AAT) - COMMON TEST (NOTE 3)	*LITERAL
125	5	435	439	TEST - AF DENTAL APTITUDE (AFDAT) - COMMON TEST (NOTE 3)	*LITERAL
126	5	440	444	TEST - DEFENSE LANGUAGE APTITUDE BATTERY (DLAB) - COMMON TEST (NOTE 3)	*LITERAL
127	5	445	449	TEST - ELECTRONIC DATA PROCESSING (EDPT) - COMMON TEST (NOTE 3)	*LITERAL
128	5	450	454	TEST - RADIO OPERATOR APTITUDE (ROA) - COMMON TEST (NOTE 3)	*LITERAL
129	3	455	457	TEST - ANALYSIS APTITUDE (AAT) SCORE - COMMON TEST (NOTE 3)	*RA-910
130	3	458	460	TEST - AF DENTAL APTITUDE (AFDAT) SCORE - COMMON TEST (NOTE 3)	*PE-600
131	3	461	463	TEST - DEFENSE LANGUAGE APTITUDE BATTERY (DLAB) SCORE - COMMON TEST (NOTE 3)	*RA-910
132	3	464	466	TEST - ELECTRONIC DATA PROCESSING (EDPT) SCORE - COMMON TEST (NOTE 3)	*RA-910
133	3	467	469	TEST - RADIO OPERATOR APTITUDE (ROA) SCORE - COMMON TEST (NOTE 3)	*PE-600
134	6	470	475	DATE - CREATION - COMMON JOB	*DA-770
135	6	476	481	DATE - CHANGE - COMMON JOB (NOTE 14)	*DA-770
136	5	482	486	AFSC OR MAGE AREA - PREFERENCE - NUMBER - COMMON JOB	AFSC-AMN-DC
137	5	487	491	AFSC OR MAGE AREA - QUALIFIED AND WAITING - 01ST - NUMBER - COMMON JOB	AFSC-AMN-DC
138	5	492	496	AFSC OR MAGE AREA - QUALIFIED AND WAITING - 02ND - NUMBER - COMMON JOB	AFSC-AMN-DC
139	5	497	501	AFSC OR MAGE AREA - QUALIFIED AND WAITING - 03RD - NUMBER - COMMON JOB	AFSC-AMN-DC
140	5	502	506	AFSC OR MAGE AREA - QUALIFIED AND WAITING - 04TH - NUMBER - COMMON JOB	AFSC-AMN-DC
141	1	507	507	JOB PREFERENCE - MECHANICAL - COMMON JOB (O-9) (NOTE 6)	*LITERALS
142	1	508	508	JOB PREFERENCE - ADMINISTRATIVE - COMMON JOB (O-9) (NOTE 6)	*LITERALS
143	1	509	509	JOB PREFERENCE - GENERAL - COMMON JOB (O-9) (NOTE 6)	*LITERALS
144	1	510	510	JOB PREFERENCE - ELECTRONIC - COMMON JOB (O-9) (NOTE 6)	*LITERALS
145	1	511	511	SENSITIVE JOB CLASSIFICATION (SJC) - COMMON JOB	MPC SJ-001
146	2	512	513	TEST - VOICE COMPOSITE SCORE - 01 - COMMON JOB (NOTE 8)	*LITERAL
147	2	514	515	TEST - VOICE COMPOSITE SCORE - 02 - COMMON JOB (NOTE 8)	*LITERAL
148	2	516	517	TEST - VOICE COMPOSITE SCORE - 03 - COMMON JOB (NOTE 8)	*LITERAL
149	2	518	519	TEST - VOICE COMPOSITE SCORE - 04 - COMMON JOB (NOTE 8)	*LITERAL
150	2	520	521	TEST - VOICE COMPOSITE SCORE - 05 - COMMON JOB (NOTE 8)	*LITERAL
151	2	522	523	TEST - VOICE COMPOSITE SCORE - 06 - COMMON JOB (NOTE 8)	*LITERAL
152	32	524	555	RESERVED	*LITERALS
153	5	556	560	AFSC - QUALIFIED - 01ST - NUMBER - COMMON JOB	AFSC-AMN-DC
154	5	561	565	AFSC - QUALIFIED - 02ND - NUMBER - COMMON JOB	AFSC-AMN-DC
155	6	566	571	DATE - AVAILABLE - COMMON JOB	*DA-770
156	6	572	577	DATE - AVAILABLE TO - COMMON JOB	*DA-770
157	6	578	583	DATE - CREATION - COMMON RESERVATION	*DA-770
158	6	584	589	DATE - CHANGE - COMMON RESERVATION	*DA-770
159	3	590	592	TEST - APTITUDE INDEX SCORE - COMMON RESERVATION	*PE-600
160	1	593	593	SEX - COMMON RESERVATION (EFF JAN 87-SEP 89)	SE-930
161	3	594	596	OPTIMAL INDICATOR - COMMON RESERVATION (NOTE 5)	*LITERALS

FLD#	NC	SC	EC	DESCRIPTION	FIDO
162	2	597	598	GRADE - ENLISTMENT - COMMON RESERVATION	GR-050
163	1	599	599	GRADE - REASON - COMMON RESERVATION (EFF JAN 87-11 AUG 87)	MPC GR-001
164	1	600	600	ENLISTMENT OPTION - 01ST - COMMON RESERVATION	MPC EO-001
165	1	601	601	RESERVED	*LITERALS
166	1	602	602	TERM OF ENLISTMENT (TOE) - COMMON RESERVATION	TE-660
167	9	603	611	RESERVED	*LITERALS
168	6	612	617	DATE - CREATION - PERSONNEL JOB MATCH (PJM)	*DA-770
169	6	618	623	DATE - CHANGE - PERSONNEL JOB MATCH (PJM)	*DA-770
170	2	624	625	PERSONNEL JOB MATCH (PJM) - NUMBER TO DATE (NOTE 9)	*LITERALS
171	2	626	627	PERSONNEL JOB MATCH (PJM) - NUMBER TODAY (NOTE 9)	*LITERALS
172	1	628	628	PERSONNEL JOB MATCH (PJM) - 01ST ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
173	1	629	629	PERSONNEL JOB MATCH (PJM) - 01ST - ENLISTMENT APTITUDE AREA	AP-800
174	2	630	631	PERSONNEL JOB MATCH (PJM) - 01ST - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
175	1	632	632	PERSONNEL JOB MATCH (PJM) - 02ND - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
176	1	633	633	PERSONNEL JOB MATCH (PJM) - 02ND - ENLISTMENT APTITUDE AREA	AP-800
177	2	634	635	PERSONNEL JOB MATCH (PJM) - 02ND ENLISTMENT APTITUDE AREA - SCORE	*PE-600
178	1	636	636	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
179	1	637	637	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT APTITUDE AREA	AP-800
180	2	638	639	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
181	1	640	640	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
182	1	641	641	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT APTITUDE AREA	AP-800
183	2	642	643	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
184	1	644	644	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
185	1	645	645	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT APTITUDE AREA	AP-800
186	2	646	647	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
187	1	648	648	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
188	1	649	649	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT APTITUDE AREA	AP-800
189	2	650	651	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
190	1	652	652	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
191	1	653	653	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT APTITUDE AREA	AP-800
192	2	654	655	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
193	1	656	656	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
194	1	657	657	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT APTITUDE AREA	AP-800
195	2	658	659	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
196	1	660	660	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
197	1	661	661	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT APTITUDE AREA	AP-800
198	2	662	663	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
199	1	664	664	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
200	1	665	665	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT APTITUDE AREA	AP-800
201	2	666	667	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
202	1	668	668	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
203	1	669	669	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT APTITUDE AREA	AP-800
204	2	670	671	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
205	1	672	672	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
206	1	673	673	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT APTITUDE AREA	AP-800
207	2	674	675	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
208	1	676	676	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
209	1	677	677	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT APTITUDE AREA	AP-800
210	2	678	679	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
211	1	680	680	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
212	1	681	681	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT APTITUDE AREA	AP-800
213	2	682	683	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
214	1	684	684	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
215	1	685	685	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT APTITUDE AREA	AP-800

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216	2	686	687	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
217	1	688	688	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT APTITUDE AREA - SEX (EFF JAN 87-7 FEB 88)	SE-930
218	1	689	689	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT APTITUDE AREA	AP-800
219	2	690	691	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT APTITUDE AREA - SCORE	*PE-600
220	5	692	696	PERSONNEL JOB MATCH (PJM) - 01ST - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
221	1	697	697	RESERVED	*LITERALS
222	5	698	702	PERSONNEL JOB MATCH (PJM) - 02ND - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
223	1	703	703	RESERVED	*LITERALS
224	5	704	708	PERSONNEL JOB MATCH (PJM) - 03RD - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
225	1	709	709	RESERVED	*LITERALS
226	5	710	714	PERSONNEL JOB MATCH (PJM) - 04TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
227	1	715	715	RESERVED	*LITERALS
228	5	716	720	PERSONNEL JOB MATCH (PJM) - 05TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
229	1	721	721	RESERVED	*LITERALS
230	5	722	726	PERSONNEL JOB MATCH (PJM) - 06TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
231	1	727	727	RESERVED	*LITERALS
232	5	728	732	PERSONNEL JOB MATCH (PJM) - 07TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
233	1	733	733	RESERVED	*LITERALS
234	5	734	738	PERSONNEL JOB MATCH (PJM) - 08TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
235	1	739	739	RESERVED	*LITERALS
236	5	740	744	PERSONNEL JOB MATCH (PJM) - 09TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
237	1	745	745	RESERVED	*LITERALS
238	5	746	750	PERSONNEL JOB MATCH (PJM) - 10TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
239	1	751	751	RESERVED	*LITERALS
240	5	752	756	PERSONNEL JOB MATCH (PJM) - 11TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
241	1	757	757	RESERVED	*LITERALS
242	5	758	762	PERSONNEL JOB MATCH (PJM) - 12TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
243	1	763	763	RESERVED	*LITERALS
244	5	764	768	PERSONNEL JOB MATCH (PJM) - 13TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
245	1	769	769	RESERVED	*LITERALS
246	5	770	774	PERSONNEL JOB MATCH (PJM) - 14TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
247	1	775	775	RESERVED	*LITERALS
248	5	776	780	PERSONNEL JOB MATCH (PJM) - 15TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
249	1	781	781	RESERVED	*LITERALS
250	5	782	786	PERSONNEL JOB MATCH (PJM) - 16TH - AFSC OR MAGE AREA - NUMBER	AFSC-AMN-DC
251	1	787	787	RESERVED	*LITERALS
252	4	788	791	PERSONNEL JOB MATCH (PJM) - 01ST - DATE - AVAILABILITY	*YE-011
253	4	792	795	PERSONNEL JOB MATCH (PJM) - 02ND - DATE - AVAILABILITY	*YE-011
254	4	796	799	PERSONNEL JOB MATCH (PJM) - 03RD - DATE - AVAILABILITY	*YE-011
255	4	800	803	PERSONNEL JOB MATCH (PJM) - 04TH - DATE - AVAILABILITY	*YE-011
256	4	804	807	PERSONNEL JOB MATCH (PJM) - 05TH - DATE - AVAILABILITY	*YE-011
257	4	808	811	PERSONNEL JOB MATCH (PJM) - 06TH - DATE - AVAILABILITY	*YE-011
258	4	812	815	PERSONNEL JOB MATCH (PJM) - 07TH - DATE - AVAILABILITY	*YE-011
259	4	816	819	PERSONNEL JOB MATCH (PJM) - 08TH - DATE - AVAILABILITY	*YE-011
260	4	820	823	PERSONNEL JOB MATCH (PJM) - 09TH - DATE - AVAILABILITY	*YE-011
261	4	824	827	PERSONNEL JOB MATCH (PJM) - 10TH - DATE - AVAILABILITY	*YE-011
262	4	828	831	PERSONNEL JOB MATCH (PJM) - 11TH - DATE - AVAILABILITY	*YE-011
263	4	832	835	PERSONNEL JOB MATCH (PJM) - 12TH - DATE - AVAILABILITY	*YE-011
264	4	836	839	PERSONNEL JOB MATCH (PJM) - 13TH - DATE - AVAILABILITY	*YE-011
265	4	840	843	PERSONNEL JOB MATCH (PJM) - 14TH - DATE - AVAILABILITY	*YE-011
266	4	844	847	PERSONNEL JOB MATCH (PJM) - 15TH - DATE - AVAILABILITY	*YE-011
267	4	848	851	PERSONNEL JOB MATCH (PJM) - 16TH - DATE - AVAILABILITY	*YE-011
268	3	852	854	PERSONNEL JOB MATCH (PJM) - 01ST - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
269	3	855	857	PERSONNEL JOB MATCH (PJM) - 02ND - OPTIMAL INDICATOR (NOTE 5)	*LITERAL

FLD#	NC	SC	EC	DESCRIPTION	FIDO
270	3	858	860	PERSONNEL JOB MATCH (PJM) - 03RD - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
271	3	861	863	PERSONNEL JOB MATCH (PJM) - 04TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
272	3	864	866	PERSONNEL JOB MATCH (PJM) - 05TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
273	3	867	869	PERSONNEL JOB MATCH (PJM) - 06TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
274	3	870	872	PERSONNEL JOB MATCH (PJM) - 07TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
275	3	873	875	PERSONNEL JOB MATCH (PJM) - 08TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
276	3	876	878	PERSONNEL JOB MATCH (PJM) - 09TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
277	3	879	881	PERSONNEL JOB MATCH (PJM) - 10TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
278	3	882	884	PERSONNEL JOB MATCH (PJM) - 11TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
279	3	885	887	PERSONNEL JOB MATCH (PJM) - 12TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
280	3	888	890	PERSONNEL JOB MATCH (PJM) - 13TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
281	3	891	893	PERSONNEL JOB MATCH (PJM) - 14TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
282	3	894	896	PERSONNEL JOB MATCH (PJM) - 15TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
283	3	897	899	PERSONNEL JOB MATCH (PJM) - 16TH - OPTIMAL INDICATOR (NOTE 5)	*LITERAL
284	4	900	903	PERSONNEL JOB MATCH (PJM) - 01ST - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
285	4	904	907	PERSONNEL JOB MATCH (PJM) - 02ND - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
286	4	908	911	PERSONNEL JOB MATCH (PJM) - 03RD - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
287	4	912	915	PERSONNEL JOB MATCH (PJM) - 04TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
288	4	916	919	PERSONNEL JOB MATCH (PJM) - 05TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
289	4	920	923	PERSONNEL JOB MATCH (PJM) - 06TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
290	4	924	927	PERSONNEL JOB MATCH (PJM) - 07TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
291	4	928	931	PERSONNEL JOB MATCH (PJM) - 08TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
292	4	932	935	PERSONNEL JOB MATCH (PJM) - 09TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
293	4	936	939	PERSONNEL JOB MATCH (PJM) - 10TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
294	4	940	943	PERSONNEL JOB MATCH (PJM) - 11TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
295	4	944	947	PERSONNEL JOB MATCH (PJM) - 12TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
296	4	948	951	PERSONNEL JOB MATCH (PJM) - 13TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
297	4	952	955	PERSONNEL JOB MATCH (PJM) - 14TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
298	4	956	959	PERSONNEL JOB MATCH (PJM) - 15TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
299	4	960	963	PERSONNEL JOB MATCH (PJM) - 16TH - AVAILABILITY NUMBER (NOTE 10)	*LITERAL
300	4	964	967	PERSONNEL JOB MATCH (PJM) - 01ST - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
301	4	968	971	PERSONNEL JOB MATCH (PJM) - 02ND - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
302	4	972	975	PERSONNEL JOB MATCH (PJM) - 03RD - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
303	4	976	979	PERSONNEL JOB MATCH (PJM) - 04TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
304	4	980	983	PERSONNEL JOB MATCH (PJM) - 05TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
305	4	984	987	PERSONNEL JOB MATCH (PJM) - 06TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
306	4	988	991	PERSONNEL JOB MATCH (PJM) - 07TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
307	4	992	995	PERSONNEL JOB MATCH (PJM) - 08TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
308	4	996	999	PERSONNEL JOB MATCH (PJM) - 09TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
309	4	1000	1003	PERSONNEL JOB MATCH (PJM) - 10TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
310	4	1004	1007	PERSONNEL JOB MATCH (PJM) - 11TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
311	4	1008	1011	PERSONNEL JOB MATCH (PJM) - 12TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
312	4	1012	1015	PERSONNEL JOB MATCH (PJM) - 13TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
313	4	1016	1019	PERSONNEL JOB MATCH (PJM) - 14TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
314	4	1020	1023	PERSONNEL JOB MATCH (PJM) - 15TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
315	4	1024	1027	PERSONNEL JOB MATCH (PJM) - 16TH - DIFFERENTIAL INDICATOR (EFF MAR 87)	*LITERAL
316	1	1028	1028	PERSONNEL JOB MATCH (PJM) - 01ST - ENLISTMENT OPTION - 01ST	MPC EO-001
317	1	1029	1029	PERSONNEL JOB MATCH (PJM) - 01ST - ENLISTMENT OPTION - 02ND	MPC EO-001
318	1	1030	1030	PERSONNEL JOB MATCH (PJM) - 01ST - ENLISTMENT OPTION - 03RD	MPC EO-001
319	1	1031	1031	PERSONNEL JOB MATCH (PJM) - 01ST - ENLISTMENT OPTION - 04TH	MPC EO-001
320	1	1032	1032	PERSONNEL JOB MATCH (PJM) - 01ST - ENLISTMENT OPTION - 05TH	MPC EO-001
321	10	1033	1042	RESERVED	*LITERALS
322	1	1043	1043	PERSONNEL JOB MATCH (PJM) - 02ND - ENLISTMENT OPTION - 01ST	MPC EO-001
323	1	1044	1044	PERSONNEL JOB MATCH (PJM) - 02ND - ENLISTMENT OPTION - 02ND	MPC EO-001

FLD#	NC	SC	LC	DESCRIPTION	FIDO
324	1	1045	1045	PERSONNEL JOB MATCH (PJM) - 02ND - ENLISTMENT OPTION - 03RD	MPC EO-001
325	1	1046	1046	PERSONNEL JOB MATCH (PJM) - 02ND - ENLISTMENT OPTION - 04TH	MPC EO-001
326	1	1047	1047	PERSONNEL JOB MATCH (PJM) - 02ND - ENLISTMENT OPTION - 05TH	MPC EO-001
327	10	1048	1057	RESERVED	*LITERALS
328	1	1058	1058	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT OPTION - 01ST	MPC EO-001
329	1	1059	1059	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT OPTION - 02ND	MPC EO-001
330	1	1060	1060	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT OPTION - 03RD	MPC EO-001
331	1	1061	1061	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT OPTION - 04TH	MPC EO-001
332	1	1062	1062	PERSONNEL JOB MATCH (PJM) - 03RD - ENLISTMENT OPTION - 05TH	MPC EO-001
333	10	1063	1072	RESERVED	*LITERALS
334	1	1073	1073	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT OPTION - 01ST	MPC EO-001
335	1	1074	1074	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT OPTION - 02ND	MPC EO-001
336	1	1075	1075	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT OPTION - 03RD	MPC EO-001
337	1	1076	1076	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT OPTION - 04TH	MPC EO-001
338	1	1077	1077	PERSONNEL JOB MATCH (PJM) - 04TH - ENLISTMENT OPTION - 05TH	MPC EO-001
339	10	1078	1087	RESERVED	*LITERALS
340	1	1088	1088	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT OPTION - 01ST	MPC EO-001
341	1	1089	1089	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT OPTION - 02ND	MPC EO-001
342	1	1090	1090	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT OPTION - 03RD	MPC EO-001
343	1	1091	1091	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT OPTION - 04TH	MPC EO-001
344	1	1092	1092	PERSONNEL JOB MATCH (PJM) - 05TH - ENLISTMENT OPTION - 05TH	MPC EO-001
345	10	1093	1102	RESERVED	*LITERALS
346	1	1103	1103	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT OPTION - 01ST	MPC EO-001
347	1	1104	1104	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT OPTION - 02ND	MPC EO-001
348	1	1105	1105	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT OPTION - 03RD	MPC EO-001
349	1	1106	1106	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT OPTION - 04TH	MPC EO-001
350	1	1107	1107	PERSONNEL JOB MATCH (PJM) - 06TH - ENLISTMENT OPTION - 05TH	MPC EO-001
351	10	1108	1117	RESERVED	*LITERALS
352	1	1118	1118	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT OPTION - 01ST	MPC EO-001
353	1	1119	1119	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT OPTION - 02ND	MPC EO-001
354	1	1120	1120	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT OPTION - 03RD	MPC EO-001
355	1	1121	1121	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT OPTION - 04TH	MPC EO-001
356	1	1122	1122	PERSONNEL JOB MATCH (PJM) - 07TH - ENLISTMENT OPTION - 05TH	MPC EO-001
357	10	1123	1132	RESERVED	*LITERALS
358	1	1133	1133	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT OPTION - 01ST	MPC EO-001
359	1	1134	1134	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT OPTION - 02ND	MPC EO-001
360	1	1135	1135	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT OPTION - 03RD	MPC EO-001
361	1	1136	1136	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT OPTION - 04TH	MPC EO-001
362	1	1137	1137	PERSONNEL JOB MATCH (PJM) - 08TH - ENLISTMENT OPTION - 05TH	MPC EO-001
363	10	1138	1147	RESERVED	*LITERALS
364	1	1148	1148	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT OPTION - 01ST	MPC EO-001
365	1	1149	1149	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT OPTION - 02ND	MPC EO-001
366	1	1150	1150	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT OPTION - 03RD	MPC EO-001
367	1	1151	1151	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT OPTION - 04TH	MPC EO-001
368	1	1152	1152	PERSONNEL JOB MATCH (PJM) - 09TH - ENLISTMENT OPTION - 05TH	MPC EO-001
369	10	1153	1162	RESERVED	*LITERALS
370	1	1163	1163	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT OPTION - 01ST	MPC EO-001
371	1	1164	1164	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT OPTION - 02ND	MPC EO-001
372	1	1165	1165	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT OPTION - 03RD	MPC EO-001
373	1	1166	1166	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT OPTION - 04TH	MPC EO-001
374	1	1167	1167	PERSONNEL JOB MATCH (PJM) - 10TH - ENLISTMENT OPTION - 05TH	MPC EO-001
375	10	1168	1177	RESERVED	*LITERALS
376	1	1178	1178	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT OPTION - 01ST	MPC EO-001
377	1	1179	1179	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT OPTION - 02ND	MPC EO-001

FLD#	NC	SC	EC	DESCRIPTION	FIDO
378	1	1180	1180	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT OPTION - 03RD	MPC E0-001
379	1	1181	1181	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT OPTION - 04TH	MPC E0-001
380	1	1182	1182	PERSONNEL JOB MATCH (PJM) - 11TH - ENLISTMENT OPTION - 05TH	MPC E0-001
381	10	1183	1192	RESERVED	*LITERALS
382	1	1193	1193	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT OPTION - 01ST	MPC E0-001
383	1	1194	1194	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT OPTION - 02ND	MPC E0-001
384	1	1195	1195	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT OPTION - 03RD	MPC E0-001
385	1	1196	1196	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT OPTION - 04TH	MPC E0-001
386	1	1197	1197	PERSONNEL JOB MATCH (PJM) - 12TH - ENLISTMENT OPTION - 05TH	MPC E0-001
387	10	1198	1207	RESERVED	*LITERALS
388	1	1208	1208	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT OPTION - 01ST	MPC E0-001
389	1	1209	1209	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT OPTION - 02ND	MPC E0-001
390	1	1210	1210	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT OPTION - 03RD	MPC E0-001
391	1	1211	1211	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT OPTION - 04TH	MPC E0-001
392	1	1212	1212	PERSONNEL JOB MATCH (PJM) - 13TH - ENLISTMENT OPTION - 05TH	MPC E0-001
393	10	1213	1222	RESERVED	*LITERALS
394	1	1223	1223	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT OPTION - 01ST	MPC E0-001
395	1	1224	1224	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT OPTION - 02ND	MPC E0-001
396	1	1225	1225	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT OPTION - 03RD	MPC E0-001
397	1	1226	1226	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT OPTION - 04TH	MPC E0-001
398	1	1227	1227	PERSONNEL JOB MATCH (PJM) - 14TH - ENLISTMENT OPTION - 05TH	MPC E0-001
399	10	1228	1237	RESERVED	*LITERALS
400	1	1238	1238	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT OPTION - 01ST	MPC E0-001
401	1	1239	1239	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT OPTION - 02ND	MPC E0-001
402	1	1240	1240	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT OPTION - 03RD	MPC E0-001
403	1	1241	1241	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT OPTION - 04TH	MPC E0-001
404	1	1242	1242	PERSONNEL JOB MATCH (PJM) - 15TH - ENLISTMENT OPTION - 05TH	MPC E0-001
405	10	1243	1252	RESERVED	*LITERALS
406	1	1253	1253	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT OPTION - 01ST	MPC E0-001
407	1	1254	1254	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT OPTION - 02ND	MPC E0-001
408	1	1255	1255	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT OPTION - 03RD	MPC E0-001
409	1	1256	1256	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT OPTION - 04TH	MPC E0-001
410	1	1257	1257	PERSONNEL JOB MATCH (PJM) - 16TH - ENLISTMENT OPTION - 05TH	MPC E0-001
411	10	1258	1267	RESERVED	*LITERALS
412	2	1268	1269	GRADE - REASON - COMMON RESERVATION (EFF 12 AUG 87)	MPC GR-001
413	4	1270	1273	LOGICAL IDENTIFIER (TERMINAL NUMBER) (EFF 8 FEB 88)	*LITERAL
414	3	1274	1276	TEST - ASVAB FORM/VERSION NUMBER - COMMON TEST (EFF 8 FEB 88) (NOTE 17)	*LITERAL
415	6	1277	1282	RESERVED	*LITERALS
416	5	1283	1287	TEST - AUDITORY PERCEPTION (AP) - COMMON TEST (NOTE 3)	*LITERAL
417	5	1288	1292	TEST - RADIO COMMUNICATIONS APTITUDE (RCAT) - COMMON TEST (NOTE 3)	*LITERAL
418	3	1293	1295	TEST - AUDITORY PERCEPTION (AP) SCORE - COMMON TEST (NOTE 3)	*PE-600
419	3	1296	1298	TEST - RADIO COMMUNICATIONS APTITUDE (RCAT) SCORE - COMMON TEST (NOTE 3)	*LITERAL
420	4	1299	1302	DATE - SUBMISSION (EMITTED BY HRL) (NOTE 16)	*YE-011

LAYOUT: DATA BASE FOR THE PROFILE OF AMERICAN YOUTH STUDY PRINTED: 06 NOV 90 18:00:20 PAGE 1

FILE 8028-80001.
COBOL MASS-STORAGE FILE (BLOCK=981, LRL=27, N=11914)

FLD#	NC	SC	EC	NAME	DESCRIPTION
1	7.0	1	7	V001	CASE ID NUMBER
2	9.4	8	16	V002	CASE WEIGHT
3	2.0	17	18	V003	CASE DISPOSITION
4	2.0	19	20	V004	GRADUATE STATUS FROM HIGH SCHOOL
5	2.0	21	22	V005	SCREENING SAMPLE TYPE
6	2.0	23	24	V006	GEOGRAPHICAL DIVISION, '80 INTERVIEW
7	2.0	25	26	V007	GEOGRAPHICAL DIVISION AT AGE 14
8	2.0	27	28	V008	FATHER'S HIGHEST GRADE COMPLETED
9	2.0	29	30	V009	MOTHER'S HIGHEST GRADE COMPLETED
10	1.0	31	31	V010	'79 INTERVIEW HOUSEHOLD RECORD
11	2.0	32	33	V011	NET FAMILY INCOME, '78
12	2.0	34	35	V012	'80 INTERVIEW HOUSEHOLD RECORD
13	2.0	36	37	V013	'79 INCOME ACTUAL OR FROM TBL
14	2.0	38	39	V014	NET FAMILY INCOME, '79
15	2.0	40	41	V015	POVERTY STATUS
16	2.0	42	43	V016	RESPONDENT'S ETHNICITY
17	1.0	44	44	V017	RESPONDENT'S SEX
18	2.0	45	46	V018	MONTH OF BIRTH
19	2.0	47	48	V019	YEAR OF BIRTH
20	2.0	49	50	V020	HIGHEST GRADE COMPLETED, '80 INTERVIEW
21	2.0	51	52	V021	HIGHEST GRADE ATTENDED, '80 INTERVIEW
22	2.0	53	54	V022	GRADE ATTENDING, '80
23	2.0	55	56	V023	MONTH LAST ENROLLED, '80
24	2.0	57	58	V024	YEAR LAST ENROLLED, '80
25	2.0	59	60	V025	HIGH SCHOOL DIPLOMA, GED AS OF '80
26	2.0	61	62	V026	2 OR 4 YEAR COLL '80
27	2.0	63	64	V027	FULL OR PART-TIME STUDENT '80
28	2.0	65	66	V028	HIGHEST DEGREE, '80 INTERVIEW
29	2.0	67	68	V029	YEAR RECEIVED DEGREE, '80
30	1.0	69	69	V030	MARITAL STATUS, '80 INTERVIEW
31	2.0	70	71	V031	NUMBER OF CHILDREN, '80 INTERVIEW
32	2.0	72	73	V032	NUMBER OF DEPENDENTS (NOT INCLUDING SELF OR SPOUSE)
33	2.0	74	75	V033	ACTIVITY SURVEY WEEK '79
34	2.0.	76	77	V034	ACTIVITY SURVEY WEEK '80
35	3	78	80	FILLER	
36	2.0	81	82	V035	HEALTH COND REPORTED '79
37	2	83	84	FILLER	
38	2.0	85	86	V036	MONTH HEALTH COND BEGAN, '79
39	2.0	87	88	V037	YEAR HEALTH COND BEGAN, '79
40	2.0	89	90	V038	HEALTH COND REPORTED '80
41	2	91	92	FILLER	
42	2.0	93	94	V039	MONTH HEALTH COND BEGAN, '80
43	2.0	95	96	V040	YEAR HEALTH COND BEGAN, '80
44	2.0	97	98	V041	EVER IN ACTIVE FORCES
45	2.0	99	100	V042	BRANCH ACTIVE SERVICE
46	2.0	101	102	V043	NUMBER OF MONTHS ACTIVE SERVICE
47	3	103	105	V044	PAYGRADE IN ACTIVE SERVICE
48	2.0	106	107	V045	MONTH BEGAN ACTIVE SERVICE
49	2.0	108	109	V046	YEAR BEGAN ACTIVE SERVICE

Figure A-5. Data Base for the Profile of American Youth Study

FLD#	NC	SC	EC	NAME	DESCRIPTION
50	2.0	110	111	V047	TYPE SEPARATION FROM ACTIVE SERVICE
51	2.0	112	113	V048	EVER IN RESERVES
52	2.0	114	115	V049	BRANCH OF RESERVES
53	2.0	116	117	V050	NUMBER OF MONTHS RESERVE SERVICE
54	3	118	120	V051	PAYGRADE IN RESERVES
55	2.0	121	122	V052	MONTH BEGAN RESERVE SERVICE
56	2.0	123	124	V053	YEAR BEGAN RESERVE SERVICE
57	2.0	125	126	V054	TYPE SEPARATION FROM RESERVES
58	2.0	127	128	V055	IN DELAYED ENTRY PROGRAM (DEP)
59	2.0	129	130	V056	BRANCH OF DEP
60	2.0	131	132	V057	MONTH WILL ENTER MILITARY
61	2.0	133	134	V058	YEAR WILL ENTER MILITARY
62	2	135	136	FILLER	
				* ASVAB-8A SUBTEST RAW SCORES	
63	2.0	137	138	V059	SEC 1: GENERAL SCIENCE
64	2.0	139	140	V060	SEC 2: ARITHMETIC REASONING
65	2.0	141	142	V061	SEC 3: WORD KNOWLEDGE
66	2.0	143	144	V062	SEC 4: PARAGRAPH COMPREHENSION
67	2.0	145	146	V063	SEC 5: NUMERICAL OPERATIONS
68	2.0	147	148	V064	SEC 6: CODING SPEED
69	2.0	149	150	V065	SEC 7: AUTO & SHOP INFORMATION
70	2.0	151	152	V066	SEC 8: MATHEMATICS KNOWLEDGE
71	2.0	153	154	V067	SEC 9: MECHANICAL COMPREHENSION
72	2.0	155	156	V068	SEC 10: ELECTRONICS INFORMATION
73	4.1	157	160	V070	ASVAB-8A AFQT SCORE
74	2.0	161	162	V069	SEC 11: CALCULATED VERBAL SCORE
				* ASVAB-8A SUBTEST STANDARDIZED SCORES	
75	2.0	163	164	V071	SEC 1: GENERAL SCIENCE
76	2.0	165	166	V072	SEC 2: ARITHMETIC REASONING
77	2.0	167	168	V073	SEC 3: WORD KNOWLEDGE
78	2.0	169	170	V074	SEC 4: PARAGRAPH COMPREHENSION
79	2.0	171	172	V075	SEC 5: NUMERICAL OPERATIONS
80	2.0	173	174	V076	SEC 6: CODING SPEED
81	2.0	175	176	V077	SEC 7: AUTO & SHOP INFORMATION
82	2.0	177	178	V078	SEC 8: MATHEMATICS KNOWLEDGE
83	2.0	179	180	V079	SEC 9: MECHANICAL COMPREHENSION
84	2.0	181	182	V080	SEC 10: ELECTRONICS INFORMATION
85	2.0	183	184	V081	SEC 11: VERBAL SCORE
				* ASVAB-8A RAW COMPOSITES	
86	3.0	185	187	V082	MECHANICAL COMPOSITE - RAW
87	3.0	188	190	V083	ADMINISTRATIVE COMPOSITE - RAW
88	3.0	191	193	V084	GENERAL COMPOSITE - RAW
89	3.0	194	196	V085	ELECTRICAL COMPOSITE - RAW
				* ASVAB-8A NORMALIZED COMPOSITES	
90	2.0	197	198	V086	MECHANICAL COMPOSITE - NORMALIZED
91	2.0	199	200	V087	ADMINISTRATIVE COMPOSITE - NORMALIZED
92	2.0	201	202	V088	GENERAL COMPOSITE - NORMALIZED
93	2.0	203	204	V089	ELECTRICAL COMPOSITE - NORMALIZED